

August 24, 1982

TO: THE MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL

The committee established by President Osborn acting in compliance with the mandate as established on October 19, 1981, (that a committee of statewide labor leaders along with the officers of the Massachusetts AFL-CIO be assigned with the mandate to recommend changes in the constitution in order to strengthen said constitution where necessary and to clearly establish that the Directors report to the President and also to establish a timetable for the implementation of a full-time presidency.)

The committee reports its findings and recommends the following changes to the Massachusetts AFL-CIO constitution:

- 1) That the constitutional office of president be made a full-time responsibility and that the duties of said office shall include the direction of the activities of the department directors of the Massachusetts AFL-CIO.
- 2) That the constitution be amended to eliminate the woman-at-large position and to replace it with an at-large seat.
- 3) To change the executive vice president structure from two to three thereby creating one additional seat .  
(It was the feeling of the committee that the seats would be designated public sector, industrial sector, and building trades.)
- 4) To provide that the registration fee be set by the Executive Council.
- 5) To provide greater flexibility of the council officers to increase or decrease the amount of days required at convention and the dates therefor. (The committee felt




that a four day convention was extraordinarily expensive and further that the Council Officers should be authorized to establish convention dates between September 15 through October 30.)

- 6) To amend the constitution to provide the the per capita tax paid to the Massachusetts AFL-CIO be increased by .08¢ per member per month.
7. The committee recommends amending the constitution to provide for the consolidation and streamlining of departments that would provide basically the following three: COPE-Legislation, PR-Education, Public Employee Department.
8. That the requirement for mandatory full-time work as described in Article 9, Departments be deleted.
9. To increase the membership of the Executive Council by one vice presidency-at-large.
10. To establish a four year term of office for Council Officers.
11. To amend the requirement of conducting annual conventions so as to provide for an alternate year legislation and political action conference every other year.
12. To amend Article 7, Section 9A to include the requirement that no funds of the Massachusetts AFL-CIO shall be transmitted to the Union Label unless and until a report has been rendered by the Union Label through the Executive Council on a monthly basis indicating both their activities and financial expenditures.

The foregoing recommendations are respectfully submitted on behalf of the committee: Peter diCicco, IUE; Paul Dvlin, AFT; Joseph Joyce, Sheet Metal Workers; Edward Clarke, Clothing & Textile Workers and Bronwen Zwirner, ACTWU.

Respectfully submitted,

Joseph M. Bonavita  
Committee Chairman  
AFSCME Council 93



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Whereas: The citizens of this nation have rightfully come to depend on the continuance of the Social Security retirement system, and

Whereas: The present economy, with high unemployment, is continually depleting the contributions made to the Social Security fund, and

Whereas: The affluent in our society have for years paid in the smaller percentage of their income to the Social Security fund, and yet have never hesitated to draw benefits upon reaching retirement eligibility, and

Whereas: Today the average American worker continues to pay the full tax on all of his earnings; while all those persons fortunate to earn over the cutoff of \$32,000.00 per year( such as, corporate executives; sports figures; entertainers; etc.) end up paying the smallest percentage of their income into the fund;

Therefore Be It Resolved: That this convention petition the Massachusetts Congressional delegation to sponsor and support legislation that would impose the present 6.7%, now applied only to salaries up to \$32,000.00 per year, to all income, regardless of the source, in excess of \$40,000.00 per year; and

Be It Further Resolved: That such legislation provide that the maximum retirement benefit continue to be based on the earnings limitations presently set forth in existing legislation; and

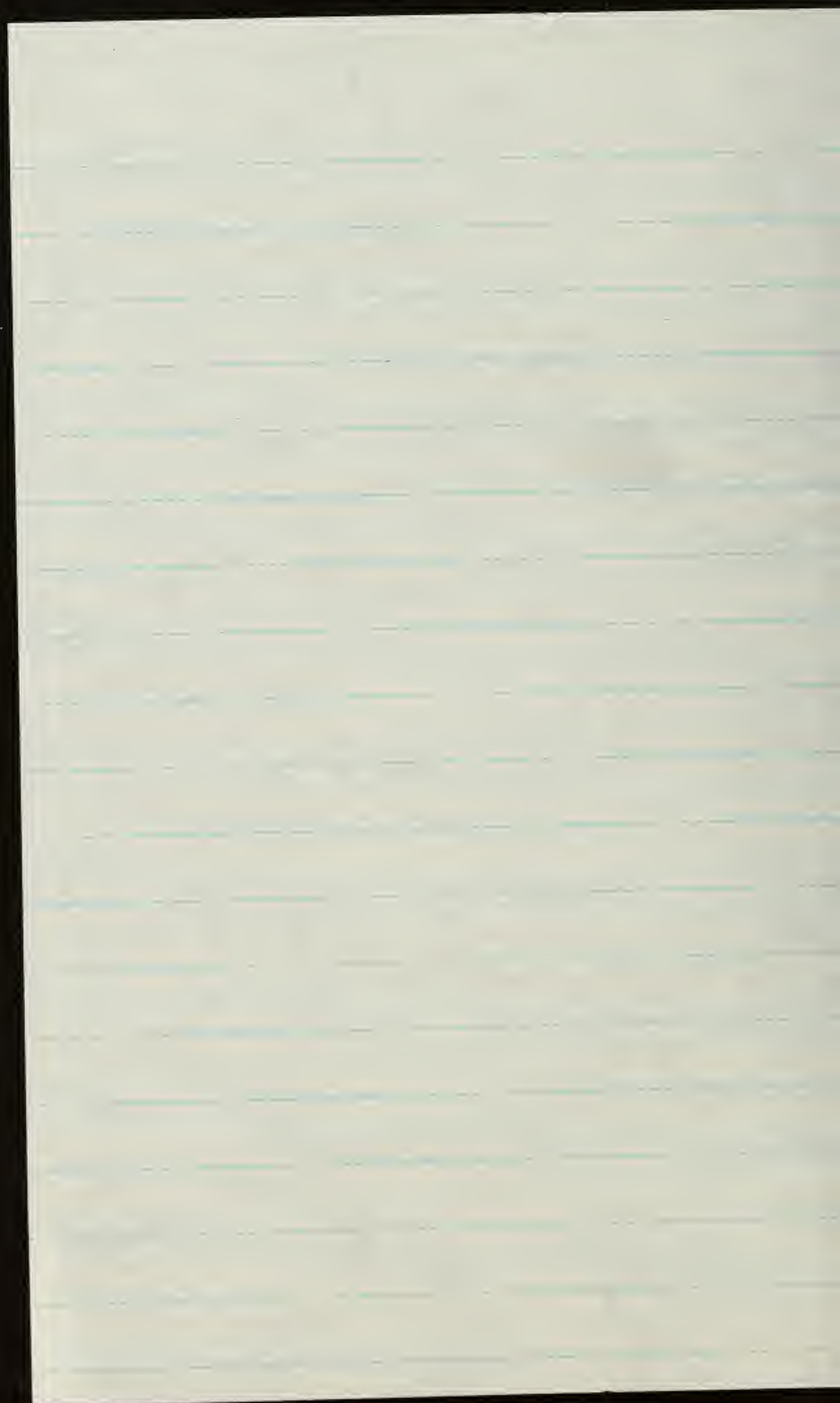
Be It Further Resolved: That the national AFL-CIO and all the other state AFL-CIO bodies be notified of this action and be requested to take similar action.

Submitted by: John J. Barron, Retiree Co-ordinator



Masters







## RESOLUTION

- 1 Massachusetts AFL-CIO Constitution Reorganization
- 2 Support for C.O.P.E.
- 3 Support for COPE Activities
- 4 Scholarship Program
- 5 Support for Massachusetts AFL-CIO Solidarity Coalition
- 6 Board of Regents
- 7 Right To Know Legislation
- 8 Plant Closings and Relocations
- 9 Taxation of Employee Fringe Benefits
- 10 Common Situs Picketing
- 11 Protecting Certain Employees from Deprivation of Tips,  
Gratuities or Service Charges
- 12 Davis-Bacon Act
- 13 Workers' Compensation
- 14 Investment of Pension Funds
- 15 Amend General Laws - Chapter 151, Section 7 and 9
- 16 Solidarity Labor Parade
- 17 Cooperation of Office Personnel
- 18 T.M.J. Syndrome (Temporomandibular Joint Dysfunction)
- 19 Support of American-made Optical Products
- 20 Educational Leave
- 21 Buy Union
- 22 Support Auto Content Legislation
- 23 Endorsement of the Alliance (AFSCME-SEIU, AFL-CIO)
- 24 Support of National Boycotts
- 25 Fair Taxes in Massachusetts
- 26 *Support of Retiree Club in Local Union*
- 27 *Affiliation Union Label*
- 28 *Protection Certain Employees from Deprivation*
- 29 *of Tips, Gratuities or Service Charges.*
- 30 *Minimum Wage for Busspersons*
- 31 *To Protect Employees who Report for Work.*
- 32 *Support of Workers Compensation*
- 33 *American Income Life Ins. Co.*
- 34 *Importation of Electrical energy from Canada*
- 35 *Resolution of Social Security*



RESOLUTION #1

MASSACHUSETTS AFL-CIO CONSTITUTIONAL REORGANIZATION

WHEREAS, the modern world is changing and changing rapidly, and in the wrong direction for labor, we in labor must change now in order to survive, and

WHEREAS, the Corporate Right of America has utilized the computerized technological programs of media control and fundraising in order to undermine the American labor movement, and

WHEREAS, it is the responsibility of the Massachusetts AFL-CIO Council, in behalf of its affiliates, to act quickly and dramatically to return to the unions the respect and dignity we once enjoyed from our elected political officials, therefore protecting and advancing a way of life for our present members, their families and those of the future, and

WHEREAS, this can only be done through the education of our members and the general public, and

WHEREAS, the 1981 Convention mandated the Council to change our constitution to strengthen it where necessary, be it resolved:

1. That the constitutional office of president be made a full-time responsibility and that the duties of said office shall include the direction of the activities of the department directors of the Massachusetts AFL-CIO.
2. That the constitution be amended to eliminate the woman-at-large position and to replace it with an at-large seat.



3. To change the executive vice president structure from two to three, thereby creating one additional seat and that the seats be designated public sector, industrial sector and building trades.
4. To provide that the registration fee be set by the Executive Council.
5. To provide greater flexibility of the council officers to increase or decrease the amount of days required at convention and the dates therefor, and that the council officers be authorized to establish convention dates between September 15 through October 30.
6. To amend the constitution to provide for the consolidation and streamlining of departments that would provide basically the following three: COPE-Legislation, PR-Education, Public Employee Department.
7. That the requirement for mandatory full-time work as described in Article 9, Departments be deleted.
8. To increase the membership of the Executive Council by one vice presidency-at-large.
9. To establish a four-year term of office for Council Officers.
10. To amend the requirement of conducting annual conventions so as to provide for an alternate year legislation and political action conference every other year.
11. To amend Article 7, Section 9A to include the requirement that no funds of the Massachusetts AFL-CIO shall be transmitted to the



Union Label unless and until a report has been rendered by the Union Label through the Executive Council on a monthly basis indicating both their activities and financial expenditures.

12. To implement all of the above and to secure financial stability for the Council, be it resolved to amend the constitution to provide that the per capita tax paid to the Massachusetts AFL-CIO be increased by .08¢ per member per month.

Respectfully submitted,

Massachusetts AFL-CIO Executive Council

opeiu-6  
afl/cio





RESOLUTION

SUPPORT FOR C.O.P.E. # 2

Whereas: The legislative action of the Congress of the United States and the Great and General Court affect the destiny of all our affiliates thereby making it imperative that our concern be shown by continuous political activity, and

Whereas: Support for and election of labor's endorsed candidates is assurance of positive consideration of labor's programs, and

Whereas: The new Massachusetts COPE Target Program has increased our political visibility and power, and

Whereas: Every effort must be made to deter those who would cause the fragmentation of labor and labor's policies, and

Therefore Be It Resolved: That all affiliates support National COPE and the Massachusetts State COPE Programs to insure the election of "our friends and the defeating of our enemies," and

Be It Further Resolved: That the registration of our members and their families be a continuous program to assure maximum "grass roots" participation by labor in all elections.

(Submitted by Arthur R. Osborn, President and COPE and Education Director)



RESOLUTION # 3

Support for COPE Activities

We of the Massachusetts State Labor Council, AFL-CIO have long recognized the necessity for active participation in the field of politics both on the State and National level. As responsible citizens of the respective communities, we are cognizant of our duty to be fully informed on the political issues of the day and in turn to impart this knowledge to our fellow citizens.

Recognizing that the progress made at the bargaining table can at times be threatened in the halls of the legislature, organized labor must continue an active and effective political program.

Whereas: The legislative action of the Congress of the United States and the Great and General Court affect the destiny of all our members thereby making it imperative that our concern be shown by continuous political activity.

Therefore Be It Resolved: That we urge the voter registration of all members and their families and their participation in all elections, and

We realize the necessity for the solidification of our members to defeat the threat of fragmentation of our strength and

We ask our members for their continued contributions to the request for COPE dollars, and

We affirm organized labor's traditional policy of avoiding entangling alliances with any group and of supporting worthy candidates regardless of party affiliation.

Collectively working together in the interest of our fellow man, your Committee on Political Action can help insure the election of our friends and the defeat of our enemies.

(Submitted by Arthur R. Osborn, COPE and Education Director, Massachusetts State Labor Council, AFL-CIO.)



RESOLUTION ~~II~~ 4

Scholarship Program

Whereas: The Massachusetts State Labor Council, AFL-CIO, is in the process of formulating plans for the 1983 Scholarship Program to be conducted in the high schools throughout the Commonwealth of Massachusetts.

Whereas: Considered to be one of the finest programs in the country, some \$45,000.00 was awarded to participating students in 1982. Awards are made in the amount of \$100.00 to \$1,000.00 and all senior class students are encouraged to participate.

Whereas: We would like to assist a greater number of students and ask that you consider establishing a Scholarship Program in your local union.

Therefore Be It Resolved: That affiliates of the Massachusetts State Labor Council consider the establishment of a scholarship program in conjunction with the current Scholarship Program of the Massachusetts State Labor Council, AFL-CIO.

(Submitted by Arthur R. Osborn, President and COPE and Education Director.)





RESOLUTION: # 5

SUPPORT FOR MASSACHUSETTS AFL/CIO SOLIDARITY COALITION

WHEREAS: The National AFL/CIO has activitely called for broad based coalitions in order to insure Legislative success for the working people of America and

WHEREAS: The Massachusetts AFL/CIO has formed a board based Massachusetts AFL/CIO Solidarity Coalition, made up of various Trade Unions and State Wide Community Action Groups,

BE IT RESOLVED: That this Convention encourage the Massachusetts AFL/CIO Council to continue its Leadershp efforts in building a strong Coalition which meet the needs and goals of the Rank and File Membership.

Submitted by the Massachusetts AFL/CIO Executive Council.



RESOLUTION #8

RESOLUTION #6

BOARD OF REGENTS

Whereas: Union men and women of Massachusetts have always been in the forefront of advocating access to higher education for all eligible students, and

Whereas: our State higher education system is the working person's college, the Massachusetts AFL-CIO strongly supports all attempts that support the working class students of our Commonwealth who use public education as their only opportunity to utilize their potential for personal development.

We hereby resolve that legislation be enacted that will provide for representatives from organized labor to be placed on the Board of Regents.

Submitted by the Executive Council  
of the Massachusetts AFL-CIO



RESOLUTION #8

RESOLUTION #7

RIGHT TO KNOW LEGISLATION

Whereas: as it has been known that chemicals and toxic materials have been the cause of injury and death to thousands of workers, and

Whereas: the health and safety of our families and community are vital to a healthy and productive America,

We hereby resolve that legislation be enacted that will disclose hazardous materials that are used in the workplace and that workers and the public have the "right to know" the effects of such materials, in order to take the necessary safeguards and precautions before it is too late to treat the health problems caused at the workplace.

Submitted by the Executive Council  
of the Massachusetts AFL-CIO



RESOLUTION: #8

## Plant Closings and Relocations

Sudden plant closings in this country are occurring with alarming frequency. They affect not only large industrial cities but small towns and rural areas and even the South, a region in which many plants relocate. Governmental decisions to close or relocate federal facilities or functions are also occurring at an increasingly alarming rate.

The impact on particular communities can be devastating in economic, social and personal terms. In urban areas, which often already have high rates of joblessness, plant shutdowns aggravate the unemployment problem. An estimated 900,000 jobs have been lost in the Northeast and Mid-West alone in the last ten years. The local tax base is further weakened. Suppliers and retail stores may be forced to cut back on their operations or go out of business.

Workers who lose their jobs because there are plant closings may not be able to find new ones or may be forced to work at reduced pay. Family life is often disrupted. The mental and

physical health of displaced workers often declines at a rapid rate. Research over a 13-year period finds that the suicide rate among workers displaced by plant closings is almost thirty times the national average. Such workers also suffer a far higher than average incidence of heart disease, hypertension and other ailments.

*Legislation to deal with this grave economic and social problem will be introduced in session of Mass. Legislature.*

Although these bills differ in some respects they would do much to counteract the devastating effects of shutdowns and relocations. Neither bill, however, addresses the problems caused by the relocations of governmental facilities. Among other things, these bills would: (1) require firms to provide advance notice of their intentions to close or relocate a major facility, (2) advocate programs to support troubled businesses, including incentives to promote employee ownership, (3) call for the issuance of economic impact statements and federal investigation of the circumstances, and (4) require employers, whenever existing jobs cannot be saved, to provide minimal protections to their workers in such matters as transfer rights, relocation expenses, severance pay, pension protection, health care and job training. Although the legislation may be subject to changes and improvements once hearings get underway, it is clearly an important advance; therefore, be it

*Resolved : That the Massachusetts AFL/CIO declares its full support of such legislation and its intention to work for enactment in this Legislative Session. It is crucially important to require employers to recognize their responsibilities to their employees and their communities before they shut down a plant and to provide economic protections to workers and their families who must suffer the consequences of rash corporate action, and be it further*

*RESOLVED: that the Mass. AFL/CIO also calls on the Legislature to address the problems caused by governmental relocations and to provide protections for affected workers and communities.*

*Submitted by the Executive Council of the Massachusetts AFL/CIO*





RESOLUTION: # 9

## Taxation of Employee Fringe Benefits

In August 1977, in response to controversy surrounding Treasury and IRS proposals for rules regarding the taxation of employee fringe benefits, the AFL-CIO Executive Council opposed "piecemeal changes in regulations, aimed at taxing some of America's lowest paid workers . . ." and urged concentration on assuring that those of great wealth "pay their fair share of the tax burden."

Late in 1977 the Congress enacted legislation preventing the IRS from issuing any new regulations until 1980. That issue remains unresolved and legislation is now pending to extend the prohibition on IRS action.

The AFL-CIO supports this pending legislation which would prohibit IRS action until Congress establishes necessary statutory guidelines and urges that such guidelines be based on principles such as:

1. Common sense "de minimus" rules that assure no unreasonable record-keeping, administrative, or tax burdens.

2. Limited benefits, generally and historically available to employees, such as discounts for retail store employees, should not be taxed.

3. Benefits provided by the employer that are necessary to the performance of workers' duties or are provided for the employers' convenience, such as uniforms, should not be taxed.

4. Present statutes, which expressly grant exemption under limited circumstances for benefits such as qualified pension plans, group life insurance, employee death benefits, educational assistance programs, moving expenses, and meals or lodging, which are provided for the convenience of the employer should continue.

Finally, we insist that any measures to change current practice be considered within the context of an overall program of tax justice—a program which fully addresses the tax avoidance opportunities of the wealthy and the corporations and does not add to the already unfair share of the tax burden borne by workers.

SUBMITTED BY THE EXECUTIVE COUNCIL OF THE MASSACHUSETTS AFL/CIO



RESOLUTION: # 10

### Common Situs Picketing

WHEREAS. The Supreme Court, in the Denver Building Trades decision, unfairly and incorrectly restricted the right of building tradesmen to picket at construction sites, and

WHEREAS, Presidents Truman, Eisenhower, Kennedy, Johnson, Nixon, Ford and Carter all supported legislative measures which would have corrected the injustice created by the Denver Building Trades decision, and

WHEREAS, A strong commitment was made by the leadership of the House and Senate, when the Landrum-Griffin Act was adopted in 1959, that a bill reversing Denver Building Trades would be brought to both floors of Congress for a vote in the next session of the Congress, and

WHEREAS. Congress in 1975 passed a bill which would have resolved the situs picketing problem, but which was vetoed by Gerald Ford, and

WHEREAS. The present state of the law continues to discriminate unfairly between construction and other workers; therefore, be it

RESOLVED: That the AFL-CIO urged the introduction and passage of legislation that would reverse the Denver Building Trades decision and permit construction workers to peacefully picket at their employment site in the same manner as employees in other industries are permitted to do.

SUBMITTED BY THE EXECUTIVE COUNCIL OF THE MASSACHUSETTS AFL/CIO



RESOLUTION: #11

Protecting Certain Employees from Deprivation of Tips,  
Gratuities or Service Charges

Whereas: The current Section 152 A of Chapter 149 of the General Laws as amended by Chapter 350 of the Acts of 1966 appears to benefit the Employer, and

Whereas: The service employees involved are deprived of full tips, gratuity and service charges, now

Therefore Be It Resolved: That Section 152 A of Chapter 149 of the General Laws as amended by Chapter 350 of the Acts of 1966 be amended as follows: "by inserting after the first sentence the following two sentences. For the purpose of this section service charges shall be considered a gratuity given to an Employer for the benefit of an Employee or Employees as the case may be. Any provision for charges other than for tips, gratuities or service charges appearing on a bill, contract, receipt or other writing must clearly state the purpose of such charge and Employees must be given a copy thereof."

SUBMITTED BY LUCY FESTA, LEGISLATIVE AGENT OF THE HOTEL AND  
RESTAURANT EMPLOYEES AND BARTENDERS, LOCAL # 26





RESOLUTION: #12

### **Davis-Bacon Act**

WHEREAS, The Davis-Bacon Act has been an integral part of this nation's economic success for almost fifty years, and

WHEREAS, The Davis-Bacon Act protects communities, workers and contractors from reckless wage-slashing by the federal government, and

WHEREAS, The Davis-Bacon Act provides equality of opportunity for contractors and has been endorsed by the National Electrical Contractors Association, Painting and Decorating Contractors of America, Tile Contractors Association of America, Building Contractors of Arizona, and Sheet Metal and Air Conditioning Contractors National Association (D.C. Chapter), and

WHEREAS, The Davis-Bacon Act has encouraged the training of minorities and women and has been endorsed by the A. Philip Randolph Institute, NAACP, National Womens' Political Caucus, the Navajo Tribal Council, the Mexican American Unity Council, the Arizona Indian Development Council, and

WHEREAS, The Davis-Bacon Act insures that the government and public will receive quality construction with its ensuing long-term savings to the government, and

WHEREAS, The critics of the Davis-Bacon Act are those very groups whose economic interests would be benefited by low wages and an absence of equal building opportunity, including the Associated Builders and Contractors, the Associated General Contractors, the U.S. Chamber of Commerce, the National Right-to-work Committee and the largest group of private construction users in the country, the Business Roundtable, and

WHEREAS, The key academic studies against the Davis-Bacon Act have been funded by the Business Roundtable and the other corporate groups, and

WHEREAS, The GAO report attacking the Davis-Bacon Act is statistically invalid, and

WHEREAS, The Davis-Bacon Act does not lead to inflationary price effects or excessive administrative costs, and

WHEREAS, The Davis-Bacon Act, the Service Contract Act, the Walsh-Healey Act, and 40 state prevailing wage laws have long served to protect the wages and working conditions of American workers; therefore, be it

RESOLVED: That the AFL-CIO pledges its full support to preserving the Davis-Bacon Act, the Service Contract Act, the Walsh-Healey Act and the state prevailing wage laws.

SUBMITTED BY THE EXECUTIVE COUNCIL OF THE MASS. AFL/CIO



RESOLUTION: # 13

## Workers' Compensation

The AFL-CIO notes with disappointment that the boost provided for improvements in state workers' compensation statutes by the report of the National Commission on State Workers' Compensation Laws of 1972 has diminished.

Recognizing the deficiencies of state workers' compensation programs, the Carter Administration has become the first administration to endorse the concept of federal minimum standards. Hence, the impetus for Congress to enact minimum federal workers' compensation standards is greater than ever.

Without such standards, America's working people will continue to be the victims not only of job-related injury, disease and death, but of a social insurance program purposely kept inadequate by profit-gouging insurance companies and employers.

The most important improvement needed in state programs is full compensation for the effects of occupational disease. An estimated 400,000 illnesses each year are caused by occupational exposures to hazardous substances. An estimated 200,000 workers die each year from occupational diseases, such as cancer associated with exposure to asbestos or brown lung disease which afflicts textile workers.

Legislation must be enacted that will not only assure compensation of occupational disease victims, but will also encourage expanded efforts toward the realization of safe work environments. To this end, the AFL-CIO urges Congress to adopt mandatory federal standards for the compensation of occupational disease victims.

Other federal standards are needed and should include, but not be limited to: coverage, without exemptions, of all wage and salary workers; adequate weekly wage replacement payments; benefits to the totally disabled for the entire period of disability, and annual cost-of-living adjustment for totally disabled workers and surviving spouses.

Until these goals are achieved, every AFL-CIO affiliate and central body should intensify their efforts to secure these standards in state workers' compensation laws.

SUBMITTED BY THE EXECUTIVE COUNCIL OF THE MASSACHUSETTS AFL/CIO



## Investment of Pension Funds #14

In the last few years, the labor movement has become increasingly aware of its responsibilities to retirees, current and future. Such pension plans as cover our members have originated almost exclusively through the collective bargaining process. They represent capital generated by the labor of working people—capital which has been set aside for their future security.

There is evidence that much of this deferred compensation is not always invested in ways that will benefit our members. Sadly, most of our unions do not have a voice on how benefit fund money is invested.

Pension funds represent the largest pool of capital in the United States today and some experts predict that by 1986 they will be worth \$1.3 trillion and provide almost half of all capital raised by U.S. corporations. The investment of these funds is dominated by a handful of financial institutions which are increasingly investing them in ways contrary to the interest of union members including corporations that are pursuing a strategy for the creation of a so-called "union-free environment."

The AFL-CIO Executive Council recently appointed a Committee to study and make recommendations on this problem. This Committee has initiated a major research project on how benefit plans created for our members might be redirected to work more substantially in the worker's interest while fully protecting the fiscal soundness of negotiated pension funds. This research includes examining the mechanics through which such funds are being invested and how unions can obtain a say in the investment of benefit monies set aside for union members.

Recognizing that pension investment policies directly affect the lives of all Americans through their increasing importance to

our nation's economic development, the AFL-CIO and its affiliates are urged to consider the following:

—Continue AFL-CIO exploration of how collective bargaining agents can gain access to the decision-making process in the investment of pension funds, and, if necessary, seek legislation to achieve this objective.

—Embark on a concerted effort to greatly increase investment of union-negotiated pension funds in both union construction projects and non-construction industries to provide work for union members. These should include more effective use of existing investment vehicles such as the "J for Jobs" program of the Union Labor Life Insurance Company, and the Mortgage Investment Program of the AFL-CIO. Included in these efforts could be participation in projects that advance the use of union labor in the growing installation of energy facilities and retrofitting of existing structures and rehabilitation of dilapidated buildings.

—Initiate efforts to influence investment of pension funds with the goal of assuring that union members' deferred wages are not being used against their present and future interests through investment in anti-union companies.

—Commit sufficient resources to provide union trustees with support in the following areas: research and information gathering; education and training for trustees, officers and beneficiaries; and support for appropriate regulatory and legislative changes required to meet these goals.

—Assume a leadership role in the promotion of investment opportunities and government guarantee programs that provide for the employment and well-being of the unemployed the underprivileged and the poor of our country.

—Support the efforts of employees and their organizations to gain access to the decision-making process in the investment of their deferred-income benefit funds.



RESOLUTION: #15

**Amend General Laws — Chapter 151, Section 7 and 9**

Whereas: The current Chapter, Section 7 and 9 call for three (3) hours pay when reporting for work; and

Whereas: Reducing the hours from four (4) to three (3) is detrimental to employees in the Commonwealth; now

Therefore Be It Resolved: That the General Laws, Chapter 151, Section 7 and 9 be amended to read as follows: Minimum daily hours an employee who reports for duty on any day at the time set by the Employer regardless of whether actual work is assured shall be paid for at least four (4) hours on such day at the rate applicable under this Chapter; and

Be It Further Resolved: That this Council instruct the Legislative Department of the Mass. State Labor Council to file a legislative bill to enact the above.

SUBMITTED BY LUCY FESTA, LEGISLATIVE AGENT OF HOTEL AND RESTAURANT  
EMPLOYEES AND BARTENDERS, LOCAL # 26







RESOLUTION # 16

SOLIDARITY LABOR PARADE

Whereas: The Annual Labor Day Holiday honors the working men and women of this nation, and

Whereas: The current economic and political climate places working people and their unions in a position of extreme vulnerability and danger with reference to collective bargaining strength and job security, and

Whereas: The public perception of working people and their trade unions is negatively influenced by unfair and inaccurate media coverage and presentation, and widely disseminated and distorted characterizations by some prominent elected officials at local, state and national levels, and

Whereas: An accurate and historically true picture of the contributions of working people and their trade unions to the upbuilding of this great nation must be effectively mounted,

Be it hereby resolved: That a Solidarity Labor Parade to be held on a Sunday in September, 1983, be sponsored by the Massachusetts AFL-CIO, All Central Labor Councils and all other elements of the Labor Movement in this state;

Be it further resolved: That the administration of the Massachusetts AFL-CIO, the leadership of the Building Trades Council and all other affiliated groups appoint a Planning Committee at the conclusion of this convention to prepare for an effective parade and pageant to mark the Solidarity Labor Parade, 1983, as part of a widespread public education program on the important social contributions of working people and their unions.

Submitted by Russell R. Campbell, Parade Chairman and Executive Vice Pres.  
and Other Executive Officers of the Massachusetts AFL-CIO



RESOLUTION # 17

Co-operation of Office Personnel

Whereas: The office personnel of the Massachusetts State Labor Council, AFL-CIO, have been most co-operative in assisting in all functions involving the Council and

Whereas: Their co-operation has been responsible for the efficient discharge of daily programs.

Whereas: Their dedication and loyalty is recognized by all who have occasion to observe.

Therefore Be It Resolved: That this convention express sincere appreciation for the manner in which they have carried out the duties incumbent upon them as employees of the Council.

Submitted by Executive Officers of the Massachusetts AFL-CIO



# United Food & Commercial Workers International Union



DISTRICT UNION LOCAL 15  
AFL-CIO  
144½ Main Street  
Gloucester, Massachusetts 01930



Daniel E. Arsenault, President  
Ralph Hanibal, Vice President

Paul Sheehan, Secretary/Treasurer  
Karin J. O'Neill, Recording Secretary

OFFICE TELEPHONE  
(617) 283-4100

## Executive Board

Edward J. Abell, Jr.  
Seafood Kitchens, Inc.

Veto Benedetto  
Cape Pond Ice Company

Peter Burns  
Longshoremen

Anna Danna  
Empire Fish Company

Thelma Hawes  
Kennebec Fish Company

Dorothy Hendrickson  
The Gorton Group

Frances Leveille  
O'Donnell Usen Corp.

Manuel Mello  
Lipman Marine Products, Inc.

Robert Moore  
North Atlantic Fish Company, Inc.

Pauline Morris  
The Gorton Group

Richard Simon  
Gloucester Ice &  
Cold Storage Company

Annmarie Michaud  
Guide

Frank A. Saunders  
Guard

Salvatore Bertolino  
Sergeant-at-Arms

July 24, 1982

*Resolution # 18*

Resolution for AFL-CIO Mass. Convention  
on T.M.J. Syndrome (Temporomandipular Joint  
Dysfunction)

WHEREAS: Local 15, United Food and Commercial Workers  
International Union, AFL-CIO & CLC, considers this a  
medical problem and not dental and

WHEREAS: Our members so affected have headaches, stomach  
disorders and nervous conditions attributed to this  
dysfunction and

WHEREAS: The cost of medical insurance to our members is  
high and, therefore, should include all medical services  
available and

WHEREAS: The medical profession has recently devised a  
procedure to effect a cure and

WHEREAS: Blue Cross/Blue Shield and Massachusetts Dental  
Services are presently trying to work out a resolution to  
this problem

BE IT RESOLVED: That the AFL-CIO Mass. Convention of the  
United Food and Commercial Workers International Union,  
AFL-CIO & CLC, go on record and use their expertise in  
bringing this problem to a resolution.

Daniel E. Arsenault  
President  
Local 15  
United Food & Commercial  
Workers International Union  
AFL-CIO & CLC



*Resolution # 19*

RESOLUTION PRESENTED BY THE UNITED OPTICAL WORKERS UNION  
LOCAL 408, IUE, AFL-CIO REQUEST THAT IT BE ACTED ON AT THE  
25th CONSTITUTIONAL CONVENTION IN BOSTON, MASSACHUETTS,  
SEPTEMBER 29, 30, and OCTOBER 1, 1982

SUPPORT OF AMERICAN-MADE OPTICAL PRODUCTS

WHEREAS: the United Optical Workers Union, Local 408, IUE, AFL-CIO have many organized retail establishments and laboratories throughout the United States;

WHEREAS: they seek the support of the Massachusetts AFL-CIO Council, and its affiliates to have their membership patronized only those optical establishments that are unionized;

WHEREAS: non-union establishments have created keen competition for those who are organized and are paying substantial wages, plus fringe benefits such as contributions to the Pension Fund, Blue Cross, Major Medical and etc.;

WHEREAS: non-union establishments do not have any of these better wages and working conditions;

BE IT RESOLVED: that the Massachusetts, AFL-CIO Council and their affiliates have their membership buy American-made optical products and eye-glasses prescribed by ophthalmologists, optometrists and opticians that they be fabricated in unionized laboratories.







MECHANICAL and ALLIED PRODUCTION  
WORKERS UNION - LOCAL 444 - AFL-CIO

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65 NEWPORT AVENUE — QUINCY, MASS. 02171

71

*Resolution #20*

EDUCATIONAL LEAVE

Whereas, Education historically has been a cornerstone of the labour movement, and

Whereas, Stewards and union officers working in the shop are the rock on which our union stands 2nd

Whereas, knowledgeable union officials on the shop floor are the surest guarantee that the membership will get the best possible representation with the minimum of confusion or misunderstanding with management, therefore be it now

Resolved: That we mandate all our affiliated unions in future contract negotiations to put among their top bargaining priorities, a demand for one week of paid leave for stewards and shop-floor local officers to enable them to attend labour education classes, courses or seminars at institutions such as the George Meany Labour Studies Institute in Washington, or at area colleges or universities that offer labour education programs, as well as at other classes or schools conducted by the AFL CIO.

Submitted  
Local 444  
New England Joint Board



MECHANICAL and ALLIED PRODUCTION  
WORKERS UNION - LOCAL 444 - AFL-CIO

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65 NEWPORT AVENUE — QUINCY, MASS. 02171

~~65~~ 71

*Resolution # 21*

BUY UNION

Whereas, unorganized retail outlets pay substantially lower wages and by and large have inferior working conditions for their employees.

Whereas, this lower wage scale allows them an unfair economic advantage in the market place when competing with organized establishments, therefore be it

Resolved: that the Massachusetts AFL CIO communicate with their affiliated unions recommending a boycott of non-union establishments in keeping with the "Buy Union" policy, therefore be it further

Resolved: that each affiliated union be requested to assist in organizing the unorganized workers in the establishments aforementioned.

Submitted by  
Local 444,  
New England Joint Board





## AMERICAN BOSCH LOCAL 206

### IUE - AFL - CIO

AFFILIATED WITH INTERNATIONAL UNION OF  
ELECTRICAL, RADIO AND MACHINE WORKERS AFL-CIO  
3500 MAIN ST. TEL. (413) 734-7550  
SPRINGFIELD, MASS. 01107



Sell Here, Build Here!

*Resolution # 22*

WE SUPPORT AUTO CONTENT LEGISLATION

WHEREAS: The American auto industry is in the worst crisis in its history.

- Compared with 1978, the auto industry's last healthy year, sales of domestic cars in 1981 were off 32% while sales of trucks were down 53%. In 1982's first quarter, production was curtailed to just 1.1 million cars, 37% below the already dismal level of the year before and 53% below the first quarter of 1979.
- Imported cars have set a new record for their share of the domestic market, reaching 31% in January, 1982. In the last decade, the value of auto parts imported into the U.S. from countries other than Canada has grown in an annual rate of 24%. According to a survey of automotive parts experts, the imported content of domestically assembled vehicles could jump from less than 5% now to 30% by 1985 and to 39% by 1990.
- In human terms, over 300,000 auto workers are now laid off and hundreds of thousands of workers in related fields are unemployed as a result.

WHEREAS: The auto industry's current crisis is affecting all working people in this country.

- One out of every six jobs in our country is related to the auto industry.
- Auto production uses 25% of the nation's steel, 60% of its synthetic rubber, 50% of its malleable iron, 17% of its aluminum, 13% of its copper and 25% of its glass.
- In the past two years, layoffs in the auto industry alone have cost taxpayers an estimated \$50 billion in lost tax revenues and in payments to the unemployed.
- Higher levels of unemployment have been tied with higher levels of physical and mental illness, including heart disease, alcoholism and suicide. These problems directly affect our families, co-workers and neighbors. And our whole society suffers.





WHEREAS: A healthy auto industry is crucial to a recovery of our nation's economy.

- . Auto is pivotal, in terms of employment, technology, and links to other industries.
- . Even in 1981, auto employed about 2.2 million workers including supplier workers.
- . There has been no substantial recovery in any recession since WWII without a recovery of the auto industry.

WHEREAS: Auto content legislation, in the form of the Fair Practices in Automotive Products Act (House of Representatives Bill 5133 and Senate Bill 2300) would help solve the problems of the industry, and in turn, revitalize our nation's whole economy. H.R. 5133 and S. 2300 state that if an auto company sells a specific number of cars in the U.S., a certain percentage of the value of labor and components must be from the U.S..

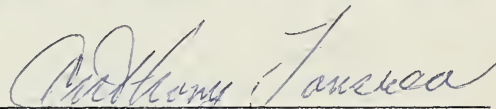
H.R. 5133 and S. 2300 would:

- . Put well over 800,000 Americans back to work,
- . Generate new investment here by foreign companies,
- . Insure that U.S. companies stop outsourcing work to foreign countries,
- . Increase our nation's exports, and
- . Open the market for American supplier firms to produce replacement parts for foreign cars.

THEREFORE BE IT RESOLVED: The undersigned union strongly endorses H.R. 5133 and S. 2300, will encourage our members to support this legislation, and will use our combined political strength to see that our Congress passes it.

Local 206, IUE-AFL-CIO  
American Bosch Industrial Union

Signed:

  
Anthony Fonseca  
President







# AFSCME Council 93 Massachusetts Public Employees

The largest AFL-CIO union in Massachusetts representing more than 50,000 public employees

Joseph Bonavita  
Executive Director

Herbert Ollivierre  
President

Joseph Lydon  
Executive  
Vice President

Natalie Baker  
Recording  
Secretary

Frank Moroney  
Treasurer

Thomas DaSilva  
Sgt. at Arms

## RESOLUTIONS # 2 3

### Endorsement of the Alliance (AFSCME-SEIU, AFL-CIO)

Whereas, many thousand state employees do not enjoy the following benefits of representation by a bargaining agent affiliated with the AFL-CIO,

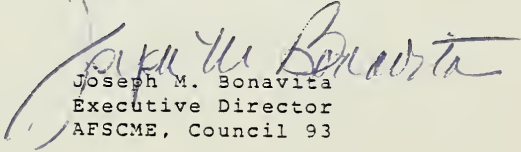
1. representation which draws on the tradition of the entire labor movement and the wealth of experience that has been developed through years of effort to deliver the best wages, hours and working conditions for American workers,
2. participation in the most democratic organizations ever established to work solely for the health, safety and financial well-being of each of its members,
3. membership in solidarity with more than 500,000 trade unionist throughout the Commonwealth of Massachusetts. and

Whereas, the Alliance (AFSCME-SEIU, AFL-CIO) has embarked on a campaign to afford these state employees the opportunity to share in these benefits and achieve the dignity which they so richly deserve, and

Whereas, the Alliance (AFSCME-SEIU, AFL-CIO) has consistently proven its ability to provide excellent benefits to its members through its hard-nosed bargaining, dedicated contract servicing and effective lobbying efforts,

Be it resolved that the Massachusetts State AFL-CIO strongly endorse the Alliance (AFSCME-SEIU, AFL-CIO) Campaign and urge all the AFL-CIO affiliates throughout the state to provide support for their efforts to guarantee state workers the best collective bargaining rights they can receive.

Respectfully submitted,

  
Joseph M. Bonavita  
Executive Director  
AFSCME, Council 93

JMB:dlf



RESOLUTION #24  
SUPPORT OF NATIONAL BOYCOTTS

Whereas the strength of the Massachusetts AFL-CIO is in its membership, and whereas the union shop, union label and union card are important to the concept of union members supporting union members, and helping our friends and defeating our enemies, be it resolved that the Massachusetts AFL-CIO support the national boycotts officially sanctioned by the National AFL-CIO Executive Council by asking all unionists and their families not to patronize the products and services of the boycotted firms listed below:

COORS BREWERY - BEER

ICEBERG LETTUCE - PRODUCE

KOSMOS CEMENT CO. - CEMENT

MARINE OPTICAL, INC. - OPTICAL PRODUCTS  
(Eyeglasses, frames)

INDIANA DESK

PROCTER & GAMBLE - SOAP PRODUCTS  
(Tide, Cheer, Oxydol, Bold;  
Bar soaps - Zest, Camay & Ivory;  
Liquid detergents - Ivory, Joy & Dawn)

R.J. REYNOLDS TOBACCO CO. -  
CIGARETTES & TOBACCO  
(Winston, Salem, Camel, Doral, Vantage  
More, Now, and Real Cigarettes;  
Winston Little Cigars, Prince Albert Tobacco)

IOWA BEEF

SEATTLE FIRST NATIONAL BANK  
(Withdraw funds)

Respectfully submitted,

Edward F. O'Neil  
President - Massachusetts Union Label  
& Services Council







# AFSCME Local 470

**Greater Boston Mental Health Employees Union**  
123 Morton Street, Boston, Mass. 02130 Tel. (617) 524-4040

8/30/82

## RESOLUTION FOR FAIR TAXES IN MASS. #25

WHEREAS the *Massachusetts* AFL/CIO - - - opposed Prop 2½, and has fought against regressive taxes for decades.

WHEREAS the unfairness of state and local tax systems has fueled a taxpayers' revolt across the country. Under the guise of tax reform, anti-government groups such as Citizens for Limited Taxation have successfully promoted measures that benefit wealthy and corporate interests at the the expense of average working families.

WHEREAS, in Mass., business taxes have gone from 33.6% of the total in 1957 to 23.6% in 1977. Because of Prop 2½ and because classification has not been implemented in most communities, things have gotten worse for us since then. In Brookline alone, Boston Edison, Boston Gas, and the big landlords got millions in tax breaks from 1981-82, while one and two family homes have seen their taxes increased \$1.1 million.

WHEREAS working people in Mass. are angry about the lack of tax relief, and are suffering under declinimg public services.

WHEREAS unionized (and non-union) public employees throughout Mass. have suffered grievously under budget cuts.

WHEREAS business tax breaks provided by state and local governments do not promote economic development or coerce businesses to remain in or relocate to an area. Large corporations which tend to be the prime beneficiaries of many tax breaks are being rewarded for doing exactly what they would have done without any tax advantages.

WHEREAS only concerted efforts by the House of Labor and its allies can make taxes fairer and provide the revenues to pay for the quality of life working people deserve....

THEREFORE, LET IT BE RESOLVED that the Mass. State Labor Council re-affirm its commitment to seek a more equitable and responsible tax system.

LET IT FURTHER BE RESOLVED that the *Massachusetts* AFL/CIO:

- 1) support the principle of a statewide bill for mandatory classification of property taxes, to shift the property tax burden off homeowners.
- 2) support the principle of "vanishing exemptions" to lower the state income tax for poor and working families making up to \$40,000 a year.
- 3) support the principle of closing business tax loopholes-- such as expanding the sales tax to cover computer software, cement mixers, and productive machinery; an oil companies gross receipts tax, and other loopholes;
- 4) oppose increases in sales tax or more business breaks.
- 5) support having sufficient revenues to pay for state and local services.

Respectfully submitted

*David Webster*  
David Webster  
Vice President  
AFSCME Local 470



RESOLUTION #26

SUPPORT OF RETIREE CLUBS IN LOCAL UNIONS

Whereas: Organized Labor has worked over the years to support and develop programs that would provide a better way of life for all working persons, and

Whereas: The aims of the current administration seems to concentrate on curtailing and in some cases eliminating these programs, and

Whereas: The most distoruous effects of the administration's actions adversely affect the lifestyle of our retired members and all other retirees, and

Whereas: To effectively combat this deterioration of the gains made by Organized Labor, we must use every resource possible; most especially, the many retired members that in the past contributed to the the growth of the labor movement; now

Therefore Be It Resolved: That all Local Unions participating in a Retiree Club program renew its efforts to enroll all retirees in their respective clubs, and

Be It Further Resolved: That any Local Union, not presently participating in such a program, take immediate steps to establish a Retiree Club in their Local Union, and

Be It Further Resolved: That all such Retiree Clubs provide the Massachusetts AFL-CIO with the name and address of the Officers of such Club, so the activities of the Clubs may be co-ordinated.

SUBMITTED BY JOHN J. BARRON, RETIREE CO-ORDINATOR







# MASSACHUSETTS UNION LABEL and SERVICE TRADES COUNCIL

*Buy Union — Buy American*

36 Crane Street, Dedham, MA 02026

(617) 326-0542

PRESIDENT  
EDWARD F. O'NEIL

EXECUTIVE VICE PRESIDENT  
JOHN O'CONNOR

SECRETARY-TREASURER  
CIRO J. CARDINAL

## VICE PRESIDENTS

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LLOYD HOLMES  
JOSEPH MIODONKA  
JOHN MURPHY  
RICHARD PICCUITO  
ANTHONY ROMANO  
MICHAEL TARRELLO  
EDWARD WALL  
JOSEPH J. WOOD

## RESOLUTION #27 AFFILIATION

NOW, THEREFORE, BE IT RESOLVED: THAT THE MASS. UNION LABEL AND SERVICE TRADES COUNCIL, AFL-CIO, BEING THE SECOND ARM OF THE MASS/AFL-CIO, AND IN THE MIDST OF AN ORGANIZATIONAL DRIVE FOR AFFILIATES, IN ORDER TO PROMOTE THE UNION LABEL, AND BRING FORTH TO THE ATTENTION OF ALL THE PEOPLE IN THE STATE, THE IMPORTANCE OF THE CREATIVITY OF AMERICAN DESIGN, WORKMANSHIP, SKILL AND PRIDE IN UNION MADE GOODS AND SERVICES, AS WELL AS THE IMPORTANCE OF AMERICAN JOBS, BE BROUGHT TO THE ATTENTION OF THE DELEGATES OF THIS 28TH CONVENTION OF THE MASS./AFL-CIO.

AND BE IT FURTHER RESOLVED: THAT THE MASS./AFL-CIO HEREBY URGES THAT ALL AFFILIATED LOCALS OF THE MASS./AFL-CIO, AFFILIATE WITH THE MASS. UNION LABEL AND SERVICE TRADES COUNCIL, AFL-CIO, TO SHOW THE COMPLETE SOLIDARITY OF THE AFL-CIO IN THE STATE OF MASSACHUSETTS.

GIRO J. CARDINAL  
Sec.-Treasurer

EDWARD F. O'NEIL  
President



DOMENIC M. BOZZOTTO  
PRESIDENT-BUSINESS MANAGER

DANIEL F. CLIFFORD  
FINANCIAL SECRETARY-TREASURER

1  
HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES  
AND BARTENDERS UNION, LOCAL 26-AFL-CIO

Affiliated with Hotel and Restaurant Employees and Bartenders International Union

58-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116

TELEPHONE 423-3335



RESOLUTION NO. #28

*check to see if this is a duplicate*

-PROTECTING CERTAIN EMPLOYEES FROM  
DEPRIVATION OF TIPS, GRATUITIES OR  
SERVICE CHARGES.

WHEREAS, The current Section 152 A of Chapter 149 of the General Laws as amended by Chapter 350 of the Acts of 1966 appears to benefit the Employer, and

WHEREAS, The service employees involved are deprived of full tips, gratuity and service charges,

THEREFORE, BE IT RESOLVED: That Section 152 A of Chapter 149 of the General Laws as amended by Chapter 350 of the Acts of 1966 be amended as follows: (by inserting after the first the following two sentences ) For the purpose of this section service charges shall be considered a gratuity given to an Employer for the benefit of an Employee or Employees as the case may be. Any provision for charges other than for tips, gratuities or service charges appearing on a bill, contract, receipt or other writing must clearly state the purpose of such charge and Employees must be given a copy thereof.

(Submitted by Lucy Festa, Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union, AFL-CIO)



2  
DOMENIC M. BOZZOTTO  
PRESIDENT-BUSINESS MANAGER

DANIEL F. CLIFFORD  
FINANCIAL SECRETARY-TREASURER

# HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES AND BARTENDERS UNION, LOCAL 26-AFL-CIO

*Affiliated with Hotel and Restaurant Employees and Bartenders International Union*

58-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116  
TELEPHONE 817-423-3335



RESOLUTION NO. 19

Minimum wage  
for Buspersons

WHEREAS, Currently busgirls and busboys are classified as non-gratuity workers and,

WHEREAS, This classification benefits the Employers at the expense of a busperson's labor and dignity,

THEREFORE, BE IT RESOLVED: The following sentence is added to the second paragraph in Section 7 of Chapter 151 of the General Laws: - "For the purpose of this Chapter, busboys and busgirls in the hotel, motel and restaurant industry are classified as non-service or non-gratuity persons and their minimum wages shall be those minimum wages established by the commissioner or by the law for other non-service employees who do not receive tips."

(Submitted by Lucy Festa, Local 26, Hotel, Restaurant,  
Institutional Employees and Bartenders Union, AFL-CIO)



# HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES AND BARTENDERS UNION, LOCAL 26—AFL-CIO

*Affiliated with Hotel and Restaurant Employees and Bartenders International Union*

58-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116

TELEPHONE 817-423-3335



## RESOLUTION NO. 10

AN ACT-----TO PROTECT EMPLOYEES WHO REPORT  
FOR WORK.

WHEREAS, The current law does not adequately address the issue of a report to work guarantee, and

WHEREAS, Many employees in our industry are sent home with no pay upon reporting to work,

THEREFORE, BE IT RESOLVED:

SECTION 1. Section 7 of Chapter 151 of the General Laws is amended by adding the following new paragraph to the end thereof: -

Minimum daily hours an employee who reports for duty on any day at the time set by the employer regardless of whether actual work is assured shall be paid for at least four (4) hours on such day at the rate applicable under this section.

SECTION 2. Section 9 of Chapter 151 of the General Laws is amended by adding the following new paragraph to the end thereof: -

The Commissioner shall, however, require that the minimum daily hours an employee who reports for duty on any day at the time set by the employer regardless of whether actual work is assured shall be paid for at least four (4) hours on such day at the rate applicable under this section.

(Submitted by Lucy Festa, Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union, AFL-CIO)

3  
HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES  
AND BARTENDERS UNION, LOCAL 26-AFL-CIO

*Affiliated with Hotel and Restaurant Employees and Bartenders International Union*

A.F.L.-C.I.O.

58-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116

TELE: DANE 917-423-3335

RESOLUTION NO. # 30

TO PROTECT EMPLOYEES WHO REPORT  
FOR WORK.

WHEREAS, The current law does not adequately address the issue of a report to work guarantee, and

WHEREAS, Many employees in our industry are sent home with no pay upon reporting to work,

THEREFORE, BE IT RESOLVED:

SECTION 1. Section 7 of Chapter 151 of the General Laws is amended by adding the following new paragraph to the end thereof: -

Minimum daily hours an employee who reports for duty on any day at the time set by the employer regardless of whether actual work is assured shall be paid for at least four (4) hours on such day at the rate applicable under this section.

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(Submitted by Lucy Festa, Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union, AFL-CIO)

HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES  
AND BARTENDERS UNION, LOCAL 26—AFL-CIO

*Affiliated with Hotel and Restaurant Employees and Bartenders International Union*

53-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116

TELEPHONE 617-423-3335



RESOLUTION NO. 9

AN ACT-----PROTECTING BUSPERSONS FROM DEPRIVATION  
OF A FAIR WAGE.

WHEREAS, Currently busgirls and busboys are classified as non-gratuity workers and,

WHEREAS, This classification benefits the Employers at the expense of a busperson's labor and dignity,

THEREFORE, BE IT RESOLVED: The following sentence is added to the second paragraph in Section 7 of Chapter 151 of the General Laws: - "For the purpose of this Chapter, busboys and busgirls in the hotel, motel and restaurant industry are classified as non-service or non-gratuity persons and their minimum wages shall be those minimum wages established by the commissioner or by the law for other non-service employees who do not receive tips."

(Submitted by Lucy Festa, Local 26, Hotel, Restaurant,  
Institutional Employees and Bartenders Union, AFL-CIO)



RESOLUTION: [ 31 ]

SUPPORT OF WORKERS' COMPENSATION

Whereas: Tthe 1981 Massachusetts AFL/CIO Convention set Workers Compensation reform as a high priority and

Whereas: The Legislature of the Commonwealth has chosen to ignore the plight of the injured worker by refusing to provide funding for the comprehensive Workers Compensation Law Study requested by Labor and by most of industry;

Therefore be it Resolved: That this Convention go on record to demand that the legislature pass laws providing for a fully funded Workers Compensation System Study;

Also be it Resolved: That this Commission have adequate representatives from Organized Labor (AFL/CIO) appointed and ;

Be it Further Resolved: That this Commission Study shall include but not be limited to the following AFL/CIO recommendations:

1. ADMINISTRATION: Alot moneys necessary to add clerical personnel so as to reduce waiting time in processing claims. Set up earlier hearing conferences. Expedite completion of decision written by Commissioner.

2. Assign a Commissioner to a designated area of the State, not to be rotated. They are more effective when familiar with a certain area and the people in a particular area.

(3) It is the feeling of this Committee that a proceeding be instituted where the insurance companies would be assessed a fee which would be set upon the dollar value of compensation an insnrance company writes.

In order to finance the cost of the division of worker education and the programs established by its director, each mutual association, each mutual insurance company and each stock company writing workers' compensation or employer's liability insurance in this state, and each person, association, partnership or corporation doing business in this state to whom a certificate of solvency has been issued by any workers' compensation commissioner, shall annually, on or before July first pay to the state treasurer for the use of the state for the cost of operating this division a sum equal to two-tenths of one per cent of the total amount of money expended by each of them in payment of their liability under this chapter for the preceding calendar year. If the state's liability under workers' compensation is insured by a private insurance carrier, the amount of money expended by the carrier in the payment of the state's liability for the preceding calendar year shall be exempted when calculating the payment due from such carrier. The sums received shall be kept separate



and apart from all other state moneys and the faith and credit of the state is pledged for their safekeeping. The treasurer shall be the custodian of the fund and all dis- and all disbursements therefrom shall be made by him or his deputies. The moneys of the fund shall be invested by him in accordance with law. Interest, income and dividends from such investments shall be credited to the fund. Such associations, stock companies, persons, partnerships and corporations shall annually, on or before

April first, report to the treasurer the amount of money expended by each of them in such payments for the preceding calendar year.

A penalty clause provision to force insurers to take action on claims within 15 days from the date the employer has notified of the injury claim. A fine of not less than \$50.00 per day paid to the employee for each day after 15 days that the insurer fails to notify the employee in writing of acceptance or denial.

(4) The benefits for widows or widowers should be changed to read: She or He shall receive 2/3rds of the average wages earned by their deceased spouse at the time of death. Such benefits shall not exceed the level that the deceased spouse would have received had he or she lived.

(5) The rehabilitation program should be expanded so that when a person can not be rehabilitated to return to his or her own position or trade, they can be rehabilitated to a compatible position in their own industry

A change has to be made also in a manner which would allow the injured person the right to be eligible to receive all monetary as well as fringe benefit improvements, he or she would have received if they were not injured on the job.

Also incorporate a firming up of preferences which would state:

Any injured person, when able to return to work, shall be rehired

immediately and said person shall have preference over any person hired during or after time of accident.

*Not with standing any lump sum settlements. Rehabilitation will continue to be available to all injured workers.*

(6) Cost of living clause on all disability to be increased but so as not to exceed six percent (6%).

(7) Act establishing the division of worker identification with the workers' compensation commission.





Be it enacted by the Senate and House of Representatives in General Assembly convened:

There shall be within the workers' compensation commission a division of worker education. The division shall provide, in convenient locations throughout the state, education services to employees concerning the prevention of occupational diseases and injuries, training for non-management employees in workers' compensation procedures and substantive right and information to employers concerning known and suspected workplace hazards. The division shall be administered by a full-time salaried director who shall be appointed by the chairman of the workers' compensation commission under the provisions of the general statutes. The director shall be provided with sufficient staff to assist him in the performance of his duties. The compensation commissioners may adopt regulations, in accordance with the provisions of the general statutes, to implement the provisions of this section.

8. Reduce Lawyers fee maximum from 20% to 10%.

9. Increase all specific loss items by 100%.

10. A special task force be assigned to further study the impact of Workers' related Asbestosis and the unknown threats of Visual Display Terminals (V.D.T.)

11. Study the feasibility of a State Funded System.

Submitted by the Massachusetts AFL/CIO Workers' Compensation Committee



RESOLUTION NO. ~~4~~ 32

American Income Life Insurance Company

Whereas: In this period of runaway hospital and medical costs most workers need additional benefits over and above those secured through collective bargaining, and

Whereas: American Income Life Insurance Company has developed supplementary insurance programs designed to pick up where union contracts leave off, and

Whereas: American Income Life now serves more than 21,000 Local AFL-CIO unions with individual policies providing Disability Benefits and Dependent Life Insurance, and

Whereas: American Income Life is a fully organized company with all of its employees belonging to Office and Professional Employees International Union Local 277.

Therefore Be It Resolved: That this Convention recommend to affiliated unions favorable consideration of the supplementary insurance programs of American Income Life Insurance Company.

(Submitted

by EMILIO E. DIOTALEVI, Public Relations Director

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on

Emilio  
union  
status





IMPORTATION OF ELECTRICAL ENERGY FROM CANADA

WHEREAS: The original treaties between the United States and Canada dealing with the exchange of electrical energy were basically designed to provide for relatively equal exchanges between the two countries. The first electric power transmission line was built at Niagra Falls in 1901 to provide energy exchanges in time of great need. The Canadian System at that time was almost exclusively hydro-electric. Therefore, it had great abundances of energy during the spring thaw and runoff. So that this excess or surplus of electricity would not be wasted, it was imported into the United States. Then in the late summer and fall when the water levels were low in Canada, an almost equal supply was exported from the United States in exchange for the amounts imported in the spring. Thus, a mutual assistance arrangement was developed and the original purpose of the exchanges was the practice for many years and;

WHEREAS: Later treaties and practices began to deviate from this original purpose, which was humanitarian, and the process became one of profiteering. United States based utilities were permitted to make agreements with the Canadian Provinces for greater and greater supplies of electrical energy and long term contracts became the order of the day and;

WHEREAS: U.S. based utilities began to encounter greater and greater delays obtaining approvals for construction of new generating plants or expansions of existing plants. This resulted from changes in laws covering such activities and from increased pressures from environmental groups. Many of these U.S. Utilities turned to Canada where such delays from regulatory agencies are not nearly as extensive and;

WHEREAS: The Canadian Electrical System could no longer meet the growing needs of its own citizens and provide for the ever increasing demands from the U.S. based utilities from its abundant supplies of hydro-power. Therefore, in recent years many of the Provinces have launched extensive programs involving the construction of a number of fossil fuel and nuclear plants to meet these increased demands and;

WHEREAS: Approximately 6% to 8% of the total Canadian generation of electricity is exported to the United States and in some Provinces as much as 10% of the electricity is exported to the U.S. During the ten



years from 1970 to 1980 the total capacity of the Canadian Systems was increased by approximately 10% annually, thus, doubling the capacity in those ten years. While the increased capacity in the United States for the same ten years was only about one half of that amount and;

WHEREAS: The projects the Canadian Provinces currently have under construction, those recently completed and planned for the future, are clearly serious threats to the jobs and well being of American workers in the utility industry as well as many other workers involved in the construction field. If the current amounts of electrical energy imported from Canada was generated in the United States from 12 to 24 new plants would need to be constructed and they would provide for an additional 6,000 jobs in the utility industry, not to mention the thousands of jobs necessary for the construction of those plants. Current indications, based on the numerous long term contracts being drawn up between the U.S. utilities and the Canadian Provinces, are that the amounts of imported Canadian power will double or possibly triple in the coming years. During 1980 the increased importation of electricity from Canada was 5.2% greater than 1979 and;

WHEREAS: The importation of electricity produces the same uncontrolled job destruction as the importation of any other goods manufactured outside the United States. Such imports destroys stable and reliable sources of income and jobs throughout the Nation. Dollars paid for imported electricity have just as much a devastating effect on the balance of payments problem as dollars paid for any other manufactures imports. Imports of electricity cannot be singled out as "good for the United States" merely because it is cheaper while all other manufactured imports are known to be detrimental. The fact electricity is a manufactured product is often forgotten. Thousands of U.S. Workers are engaged in its production and the transfer of this work outside the country is no different than other work that is lost as a result of cheap imports.

NOW THEREFORE BE IT RESOLVED:

~~Massachusetts State~~  
The ~~New York State~~ AFL-CIO adopt a firm policy in opposition to the importation of electricity from Canada and the transfer of these thousands of jobs to Canadian workers. The ~~New York State~~ AFL-CIO clearly opposes any policy or treaty ~~Massachusetts~~ between the U.S. and any other country which permits importation of electricity to the extent that it reduces jobs for workers in the United States;



Massachusetts

AND BE IT FURTHER RESOLVED:

This opposition to importations of electricity become a significant priority of the ~~New York~~ State AFL-CIO and that it be brought to the attention of the appropriate authorities for action that will bring about its discontinuation.

Submitted by  
Joseph C Faherty Vice President  
Mass AFL-CIO

Utility workers Union of America  
AFL-CIO

Local 387  
Local 369





RESOLUTION ON SOCIAL SECURITY # 34

Whereas: The citizens of this nation have rightfully come to depend on the continuance of the Social Security retirement system, and

Whereas: The present economy, with high unemployment, is continually depleting the contributions made to the Social Security fund, and

Whereas: The affluent in our society have for years paid in the smaller percentage of their income to the Social Security fund, and yet have never hesitated to draw benefits upon reaching retirement eligibility, and

Whereas: Today the average American worker continues to pay the full tax on all of his earnings; while all those persons fortunate to earn over the cutoff of \$32,000.00 per year (such as, corporate executives; sports figures; entertainers; etc.) end up paying the smallest percentage of their income into the fund;

Therefore Be It Resolved: That this convention petition the Massachusetts Congressional delegation to sponsor and support legislation that would impose the present 6.7%, now applied only to salaries up to \$32,000.00 per year, to all income, regardless of the source, in excess of \$40,000.00 per year; and

Be It Further Resolved: That such legislation provide that the maximum retirement benefit continue to be based on the earnings limitations presently set forth in existing legislation; and

Be It Further Resolved: That the national AFL-CIO and all the other state AFL-CIO bodies be notified of this action and be requested to take similar action.

Submitted by: John J. Barron, Retiree Co-ordinator





??, Late filing

## SOVIET AND ARAB ANTI-SEMITISM

WHEREAS, The Massachusetts State Labor Council, AFL-CIO, is against all forms of religious and civil persecution by any government or people and notes with revulsion the persecution by the Soviet and Arab governments of its Jewish citizens, and,

WHEREAS, the Jewish citizens of Soviet Russia and the Arab countries are deprived of their basic civil rights, a condition akin to the period of Nazi Germany

NOW, THEREFORE BE IT RESOLVED that the Massachusetts State Labor Council, AFL-CIO, call upon the governments of the Soviet Union, Egypt, Syria and Iraq to bring to an immediate end their inhuman and uncivilized suppression of their Jewish minorities often culminating in imprisonment and torture only because of their enmity to Israel, and be it further

RESOLVED that the Soviet Union and the Arab governments, particularly Iraq, which have pledged to the entire civilized world but do not fulfill this promise, to allow all those of the Jewish faith who wish to emigrate, to do so immediately without confiscation of their property or hindrances, as permitted by all civilized nations of the world, and to the end, be it further

RESOLVED that the Massachusetts State Labor Council, AFL-CIO, adhere to the policy of supporting the Histadrut, Israel's Federation of Labor, so that this democratic trade federation can assist in the absorption of those who may find it possible to depart from the countries of oppression and bestiality.

BOSTON JOINT BOARD  
INTERNATIONAL LADIES' GARMENT  
WORKERS' UNION



RESOLUTION

WHEREAS: the year of 1982 witnessed a most impressive show of strength and "Solidarity" in the revival of a traditional Labor Day Parade by the State Council of the AFL-CIO in Boston on Sunday, August 29th and,

WHEREAS: the Massachusetts Building Trades Council of the AFL-CIO recognized and recognizes the importance of maximum participation in such events and,

WHEREAS: the leadership of the Massachusetts Building Trades insisted on the strongest possible number of marchers, vehicles, floats etc., representing all trade unions under our jurisdiction and,

WHEREAS: it was made absolutely clear to all our members that the revived Labor Day Parade Chairman was one of our own Building Trade Brothers, Russell Paul Campbell, Financial Secretary-Treasurer of Pipefitters Local 537, Boston, and,

WHEREAS: the response and turnout of Russ Campbell's Building Trades Brothers and Sisters was overwhelming and most gratifying to all concerned and,

WHEREAS: from every point of view Parade Chairman Russell Paul Campbell did an outstanding job, reflecting great credit on the Building Trades and the AFL-CIO

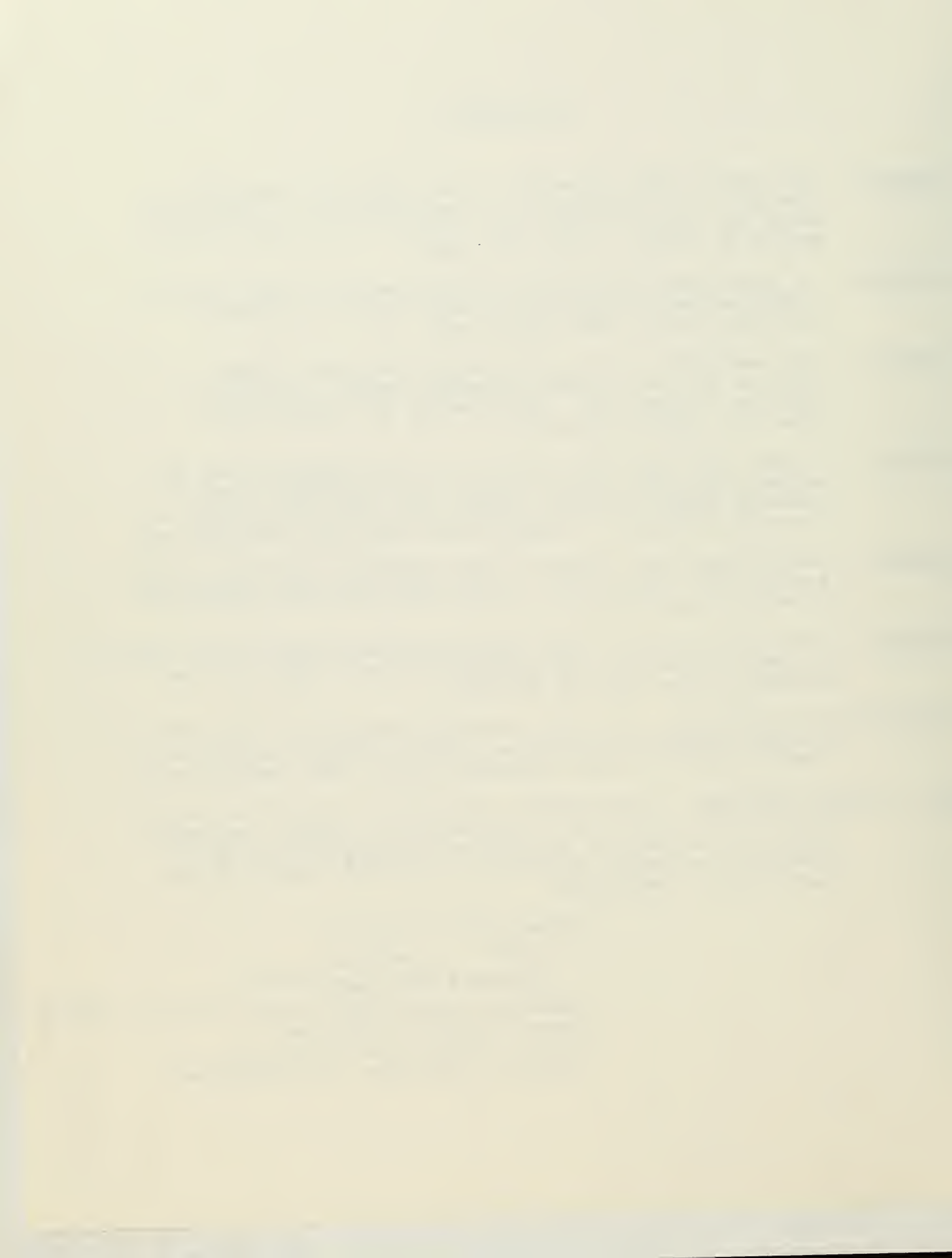
THEREFORE BE IT RESOLVED: that the delegates assembled in this 1982 AFL-CIO convention provide a standing ovation in praise and commendation of Parade Chairman Russell Paul Campbell and,

BE IT FURTHER RESOLVED: that the Sec.-Treasurer of the Massachusetts State Council, AFL-CIO be instructed to obtain a suitable plaque in recognition of this outstanding service to be presented to Brother Campbell at the 1983 Gompers-Murray-Meany annual conference.

Respectfully submitted,



Massachusetts Building Trades Council, AFL-CIO  
Thomas G. Evers, President  
Paul W. Gibson, Sec.-Treasurer  
Charles F. Spillane, Vice President



RESOLUTION

*Late  
Resolution  
passed  
Comm*

TAX DEDUCTION FOR UNION DUES

WHEREAS, union dues are considered tax deductible items under the Federal Income tax codes; therefore be it

RESOLVED: that the Massachusetts AFL-CIO file and support legislation to provide that union dues be treated as a deductible item under the income tax laws of Massachusetts.

Submitted by the:

Massachusetts Federation of Teachers



# HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES AND BARTENDERS UNION, LOCAL 26—AFL-CIO

*Affiliated with Hotel and Restaurant Employees and Bartenders International Union  
A.F.L.-C.I.O.*

58-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116

TELEPHONE 617 - 423-3335



*Late  
Resolution  
concern  
passed*

## RESOLUTION

PRESENTED TO THE MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO,  
MEETING IN CONVENTION SEPTEMBER 29, 1982 - OCTOBER 1, 1982

WHEREAS, Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union, AFL-CIO, has started contract negotiations on behalf of its 4,000 hotel members who work in the Avery, Boston Park Plaza, Bradford, Colonnade, Copley Plaza, Copley Square, Essex, Howard Johnson, Lenox, Logan Hilton, Parker House, Ritz Carlton, Sheraton Commander, Sheraton Tara, and Sheraton Boston Hotels, and

WHEREAS, the current Agreement expires on December 1, 1982, and

WHEREAS, these brother and sister Union members deserve the support of organized labor in their struggle for fair treatment and decent living standards,

THEREFORE, BE IT RESOLVED THAT THIS CONVENTION SUPPORTS  
LOCAL 26 AND ITS MEMBERS IN THEIR CURRENT  
NEGOTIATIONS FOR JUSTICE.







# AFSCME Council 93 Massachusetts Public Employees

The largest AFL-CIO union in Massachusetts representing more than 50,000 public employees

Joseph Bonavita  
Executive Director

Herbert Ollivierre  
President

Joseph Lydon  
Executive  
Vice President

Natalie Baker  
Recording  
Secretary

Frank Moroney  
Treasurer

Thomas DaSilva  
Sgt. at Arms

## RESOLUTIONS

Whereas, many thousand state employees do not enjoy the following benefits of representation by a bargaining agent affiliated with the AFL-CIO,

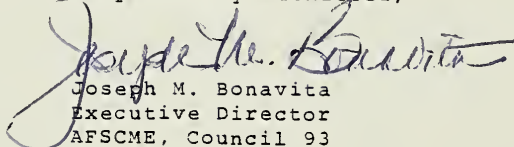
1. representation which draws on the tradition of the entire labor movement and the wealth of experience that has been developed through years of effort to deliver the best wages, hours and working conditions for American workers,
2. participation in the most democratic organizations ever established to work solely for the health, safety and financial well-being of each of its members,
3. membership in solidarity with more than 500,000 trade unionist throughout the Commonwealth of Massachusetts. and

Whereas, the Alliance (AFSCME-SEIU, AFL-CIO) has embarked on a campaign to afford these state employees the opportunity to share in these benefits and achieve the dignity which they so richly deserve, and

Whereas, the Alliance (AFSCME-SEIU, AFL-CIO) has consistently proven its ability to provide excellent benefits to its members through its hard-nosed bargaining, dedicated contract servicing and effective lobbying efforts,

Be it resolved that the Massachusetts State AFL-CIO strongly endorse the Alliance (AFSCME-SEIU, AFL-CIO) Campaign and urge all the AFL-CIO affiliates throughout the state to provide support for their efforts to guarantee state workers the best collective bargaining rights they can receive.

Respectfully submitted,

  
Joseph M. Bonavita  
Executive Director  
AFSCME, Council 93

JMB:d1f



## RESOLUTION

Whereas the strength of the Massachusetts AFL-CIO is in its membership, and whereas the union shop, union label and union card are important to the concept of union members supporting union members, and helping our friends and defeating our enemies, be it resolved that the Massachusetts AFL-CIO support the national boycotts officially sanctioned by the National AFL-CIO Executive Council by asking all unionists and their families not to patronize the products and services of the boycotted firms listed below:

COORS BREWERY - BEER

ICEBERG LETTUCE - PRODUCE

KOSMOS CEMENT CO. - CEMENT

MARINE OPTICAL, INC. - OPTICAL PRODUCTS  
(Eyeglasses, frames)

INDIANA DESK

PROCTER & GAMBLE - SOAP PRODUCTS  
(Tide, Cheer, Oxydol, Bold;  
Bar soaps - Zest, Camay & Ivory;  
Liquid detergents - Ivory, Joy & Dawn)

R.J. REYNOLDS TOBACCO CO. -  
CIGARETTES & TOBACCO  
(Winston, Salem, Camel, Doral, Vantage  
More, Now, and Real Cigarettes;  
Winston Little Cigars, Prince Albert Tobacco)

IOWA BEEF

SEATTLE FIRST NATIONAL BANK  
(Withdraw funds)

Respectfully submitted,

Edward F. O'Neil  
President - Massachusetts Union Label  
& Services Council



## RESOLUTION

WHEREAS, the modern world is changing and changing rapidly, and in the wrong direction for labor, we in labor must change now in order to survive, and

WHEREAS, the Corporate Right of America has utilized the computerized technological programs of media control and fundraising in order to undermine the American labor movement, and

WHEREAS, it is the responsibility of the Massachusetts AFL-CIO Council, in behalf of its affiliates, to act quickly and dramatically to return to the unions the respect and dignity we once enjoyed from our elected political officials, therefore protecting and advancing a way of life for our present members, their families and those of the future, and

WHEREAS, this can only be done through the education of our members and the general public, and

WHEREAS, the 1981 Convention mandated the Council to change our constitution to strengthen it where necessary, be it resolved:

1. That the constitutional office of president be made a full-time responsibility and that the duties of said office shall include the direction of the activities of the department directors of the Massachusetts AFL-CIO.
2. That the constitution be amended to eliminate the woman-at-large position and to replace it with an at-large seat.



3. To change the executive vice president structure from two to three, thereby creating one additional seat and that the seats be designated public sector, industrial sector and building trades.
4. To provide that the registration fee be set by the Executive Council.
5. To provide greater flexibility of the council officers to increase or decrease the amount of days required at convention and the dates therefor, and that the council officers be authorized to establish convention dates between September 15 through October 30.
6. To amend the constitution to provide for the consolidation and streamlining of departments that would provide basically the following three: COPE-Legislation, PR-Education, Public Employee Department.
7. That the requirement for mandatory full-time work as described in Article 9, Departments be deleted.
8. To increase the membership of the Executive Council by one vice presidency-at-large.
9. To establish a four-year term of office for Council Officers.
10. To amend the requirement of conducting annual conventions so as to provide for an alternate year legislation and political action conference every other year.
11. To amend Article 7, Section 9A to include the requirement that no funds of the Massachusetts AFL-CIO shall be transmitted to the





Union Label unless and until a report has been rendered by the Union Label through the Executive Council on a monthly basis indicating both their activities and financial expenditures.

12. To implement all of the above and to secure financial stability for the Council, be it resolved to amend the constitution to provide that the per capita tax paid to the Massachusetts AFL-CIO be increased by .08¢ per member per month.

Respectfully submitted,

Massachusetts AFL-CIO Executive Council

opeiu-6  
afl/cio



# United Food & Commercial Workers International Union



DISTRICT UNION LOCAL 15  
AFL-CIO  
144½ Main Street  
Gloucester, Massachusetts 01930



Daniel E. Arsenault, President  
Ralph Hanibal, Vice President

Paul Sheehan, Secretary/Treasurer  
Karin J. O'Neill, Recording Secretary

OFFICE TELEPHONE  
(617) 283-4100

## Executive Board

Edward J. Abell, Jr.  
Seafood Kitchens, Inc.

Veto Benedetto  
Cape Pond Ice Company

Peter Burns  
Longshoremen

Anna Danna  
Empire Fish Company

Thelma Hawes  
Kennebec Fish Company

Dorothy Hendrickson  
The Gorton Group

Frances Leveille  
O'Donnell Usen Corp.

Manuel Mello  
Lipman Marine Products, Inc.

Robert Moore  
North Atlantic Fish Company, Inc.

Pauline Morris  
The Gorton Group

Richard Simon  
Gloucester Ice &  
Cold Storage Company

Annmarie Michaud  
Guide

Frank A. Saunders  
Guard

Salvatore Bertolino  
Sergeant-at-Arms

## RESOLUTION ON JOINT VENTURES

### AFL-CIO MASS. CONVENTION, UFCW

Whereas: Iron Curtain countries having a protein problem in their diet; and

Whereas; The United States has extended its fishing boundaries for 200 miles excluding these countries from our territorial waters, and

Whereas: The United States has the richest fishing grounds in the world and fish is very high in protein and low in fat; and

Whereas: These countries have discovered a loop-hole in the law known as "Joint Ventures" where arrangements are made between the State Department, our fishermen and the Iron Curtain countries to catch these fish and process them at sea for foreign consumption; and

Whereas: Our shoreside facilities, the production plants, suffer loss of raw material and could soon be extinct.

BE IT RESOLVED that this body go on record as being opposed to such Joint Ventures, and do whatever is in their powers to halt such assaults on our fishing grounds.

LOCAL 15  
UNITED FOOD & COMMERCIAL WORKERS  
INTERNATIONAL UNION, AFL-CIO & CLC

Daniel E. Arsenault  
President





# AMERICAN BOSCH LOCAL 206

**IUE - AFL - CIO**

AFFILIATED WITH INTERNATIONAL UNION OF  
ELECTRICAL, RADIO AND MACHINE WORKERS AFL-CIO

3500 MAIN ST.

TEL. (413) 734-7550

SPRINGFIELD, MASS. 01107



Sell Here, Build Here!

WE SUPPORT AUTO CONTENT LEGISLATION

WHEREAS: The American auto industry is in the worst crisis in its history.

- . Compared with 1978, the auto industry's last healthy year, sales of domestic cars in 1981 were off 32% while sales of trucks were down 53%. In 1982's first quarter, production was curtailed to just 1.1 million cars, 37% below the already dismal level of the year before and 53% below the first quarter of 1979.
- . Imported cars have set a new record for their share of the domestic market, reaching 31% in January, 1982. In the last decade, the value of auto parts imported into the U.S. from countries other than Canada has grown in an annual rate of 24%. According to a survey of automotive parts experts, the imported content of domestically assembled vehicles could jump from less than 5% now to 30% by 1985 and to 39% by 1990.
- . In human terms, over 300,000 auto workers are now laid off and hundreds of thousands of workers in related fields are unemployed as a result.

WHEREAS: The auto industry's current crisis is affecting all working people in this country.

- . One out of every six jobs in our country is related to the auto industry.
- . Auto production uses 25% of the nation's steel, 60% of its synthetic rubber, 50% of its malleable iron, 17% of its aluminum, 13% of its copper and 25% of its glass.
- . In the past two years, layoffs in the auto industry alone have cost taxpayers an estimated \$50 billion in lost tax revenues and in payments to the unemployed.
- . Higher levels of unemployment have been tied with higher levels of physical and mental illness, including heart disease, alcoholism and suicide. These problems directly affect our families, co-workers and neighbors. And our whole society suffers.







WHEREAS: A healthy auto industry is crucial to a recovery of our nation's economy.

- . Auto is pivotal, in terms of employment, technology, and links to other industries.
- . Even in 1981, auto employed about 2.2 million workers including supplier workers.
- . There has been no substantial recovery in any recession since WWII without a recovery of the auto industry.

WHEREAS: Auto content legislation, in the form of the Fair Practices in Automotive Products Act (House of Representatives Bill 5133 and Senate Bill 2300) would help solve the problems of the industry, and in turn, revitalize our nation's whole economy. H.R. 5133 and S. 2300 state that if an auto company sells a specific number of cars in the U.S., a certain percentage of the value of labor and components must be from the U.S..

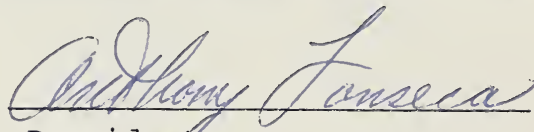
H.R. 5133 and S. 2300 would:

- . Put well over 800,000 Americans back to work,
- . Generate new investment here by foreign companies,
- . Insure that U.S. companies stop outsourcing work to foreign countries,
- . Increase our nation's exports, and
- . Open the market for American supplier firms to produce replacement parts for foreign cars.

THEREFORE BE IT RESOLVED: The undersigned union strongly endorses H.R. 5133 and S. 2300, will encourage our members to support this legislation, and will use our combined political strength to see that our Congress passes it.

Local 206, IUE-AFL-CIO  
American Bosch Industrial Union

Signed:

  
President



MECHANICAL and ALLIED PRODUCTION  
WORKERS UNION - LOCAL 444 - AFL-CIO

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65 NEWPORT AVENUE — QUINCY, MASS. 02171

 71

BUY UNION

Whereas, unorganized retail outlets pay substantially lower wages and by and large have inferior working conditions for their employees.

Whereas, this lower wage scale allows them an unfair economic advantage in the market place when competing with organized establishments, therefore be it

Resolved: that the Massachusetts AFL CIO communicate with their affiliated unions recommending a boycott of non-union establishments in keeping with the "Buy Union" policy, therefore be it further

Resolved: that each affiliated union be requested to assist in organizing the unorganized workers in the establishments aforementioned.

Submitted by  
Local 444,  
New England Joint Board



MECHANICAL and ALLIED PRODUCTION  
WORKERS UNION - LOCAL 444 - AFL-CIO

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65 NEWPORT AVENUE — QUINCY, MASS. 02171

71

EDUCATIONAL LEAVE

Whereas, Education historically has been a cornerstone of the labour movement, and

Whereas, Stewards and union officers working in the shop are the rock on which our union stands 2nd

Whereas, knowledgeable union officials on the shop floor are the surest guarantee that the membership will get the best possible representation with the minimum of confusion or misunderstanding with management, therefore be it now

Resolved: That we mandate all our affiliated unions in future contract negotiations to put among their top bargaining priorities, a demand for one week of paid leave for stewards and shop-floor local officers to enable them to attend labour education classes, courses or seminars at institutions such as the George Meany Labour Studies Institute in Washington, or at area colleges or universities that offer labour education programs, as well as at other classes or schools conducted by the AFL CIO.

Submitted  
Local 444  
New England Joint Board



MECHANICAL and ALLIED PRODUCTION  
WORKERS UNION - LOCAL 444 - AFL-CIO

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65 NEWPORT AVENUE — QUINCY, MASS. 02171



To - Mass AFL-CIO

Enclosed are copies of two  
resolutions we would like to submit  
to the resolution committee for the  
state Convention this fall.

Fraternally  
Charles E. Wells  
Chairman Exp Committee  
Local 444 NEJB







# AFSCME Local 470

**Greater Boston Mental Health Employees Union**  
123 Morton Street, Boston, Mass. 02130 Tel. (617) 524-4040

8/30/82

## RESOLUTION FOR FAIR TAXES IN MASS.

WHEREAS the Mass. State Labor Council, AFL-CIO opposed Prop 2½, and has fought against regressive taxes for decades.

WHEREAS the unfairness of state and local tax systems has fueled a taxpayers' revolt across the country. Under the guise of tax reform, anti-government groups such as Citizens for Limited Taxation have successfully promoted measures that benefit wealthy and corporate interests at the the expense of average working families.

WHEREAS, in Mass., business taxes have gone from 33.6% of the total in 1957 to 23.6% in 1977. Because of Prop 2½ and because classification has not been implemented in most communities, things have gotten worse for us since then. In Brookline alone, Boston Edison, Boston Gas, and the big landlords got millions in tax breaks from 1981-82, while one and two family homes have seen their taxes increased \$1.1 million.

WHEREAS working people in Mass. are angry about the lack of tax relief, and are suffering under declining public services.

WHEREAS unionized (and non-union) public employees throughout Mass. have suffered grievously under budget cuts.

WHEREAS business tax breaks provided by state and local governments do not promote economic development or coerce businesses to remain in or relocate to an area. Large corporations which tend to be the prime beneficiaries of many tax breaks are being rewarded for doing exactly what they would have done without any tax advantages.

WHEREAS only concerted efforts by the House of Labor and its allies can make taxes fairer and provide the revenues to pay for the quality of life working people deserve....

THEREFORE, LET IT BE RESOLVED that the Mass. State Labor Council re-affirm its commitment to seek a more equitable and responsible tax system.

LET IT FURTHER BE RESOLVED that the Mass. State Labor Council:

- 1) support the principle of a statewide bill for mandatory classification of property taxes, to shift the property tax burden off homeowners.
- 2) support the principle of "vanishing exemptions" to lower the state income tax for poor and working families making up to \$40,000 a year.
- 3) support the principle of closing business tax loopholes-- such as expanding the sales tax to cover computer software, cement mixers, and productive machinery; an oil companies gross receipts tax, and other loopholes;
- 4) oppose increases in sales tax or more business breaks.
- 5) support having sufficient revenues to pay for state and local services.

Respectfully submitted

*David Webster*  
David Webster  
Vice President  
AFSCME Local 470



RESOLUTION PRESENTED BY THE UNITED OPTICAL WORKERS UNION  
LOCAL 408, IUE, AFL-CIO REQUEST THAT IT BE ACTED ON AT THE  
25th CONSTITUTIONAL CONVENTION IN BOSTON, MASSACHUETTS,  
SEPTEMBER 29, 30, and OCTOBER 1, 1982

WHEREAS: the United Optical Workers Union, Local 408, IUE, AFL-CIO have many organized retail establishments and laboratories throughout the United States;

WHEREAS: they seek the support of the Massachusetts AFL-CIO Council, and its affiliates to have their membership patronized only those optical establishments that are unionized;

WHEREAS: non-union establishments have created keen competition for those who are organized and are paying substantial wages, plus fringe benefits such as contributions to the Pension Fund, Blue Cross, Major Medical and etc.;

WHEREAS: non-union establishments do not have any of these better wages and working conditions;

BE IT RESOLVED: that the Massachusetts, AFL-CIO Council and their affiliates have their membership buy American-made optical products and eye-glasses prescribed by ophthalmologists, optometrists and opticians that they be fabricated in unionized laboratories.





*Resolutions*



# UNITED OPTICAL WORKERS UNION

AFFILIATED WITH THE INTERNATIONAL UNION OF ELECTRICAL, RADIO & MACHINE WORKERS, AFL-CIO

200 PARK AVENUE SOUTH • NEW YORK, N. Y. 10003 • 260-1410

August 20, 1982

George E. Carpenter, Jr.  
Massachusetts, AFL-CIO Council  
6 Beacon Street - Suite 720  
Boston, Mass. 02108

Dear George:

We will appreciate your introducing the enclosed Resolution at the Massachusetts AFL-CIO Convention floor September 29, 30, and October 1, 1982, for adoption.

Thank you for your cooperation in this matter,

I remain

Sincerely and fraternally,

Sebastian J. Rebaldo  
Business Manager

opeiu, 153 afl-cio  
enc. 3

cc: Peter DiCicco, President District 2, IUE

**BUY UNION-MADE OPTICAL PRODUCTS**







# AFSCME Local 470

**Greater Boston Mental Health Employees Union**  
123 Morton Street, Boston, Mass. 02130 Tel. (617) 524-4040

8/30/82

## RESOLUTION FOR FAIR TAXES IN MASS.

WHEREAS the Massachusetts AFL/CIO - opposed Prop 2 $\frac{1}{2}$ , and has fought against regressive taxes for decades.

WHEREAS the unfairness of state and local tax systems has fueled a taxpayers' revolt across the country. Under the guise of tax reform, anti-government groups such as Citizens for Limited Taxation have successfully promoted measures that benefit wealthy and corporate interests at the expense of average working families.

WHEREAS, in Mass., business taxes have gone from 33.6% of the total in 1957 to 23.6% in 1977. Because of Prop 2 $\frac{1}{2}$  and because classification has not been implemented in most communities, things have gotten worse for us since then. In Brookline alone, Boston Edison, Boston Gas, and the big landlords got millions in tax breaks from 1981-82, while one and two family homes have seen their taxes increased \$1.1 million.

WHEREAS working people in Mass. are angry about the lack of tax relief, and are suffering under declining public services.

WHEREAS unionized (and non-union) public employees throughout Mass. have suffered grievously under budget cuts.

WHEREAS business tax breaks provided by state and local governments do not promote economic development or coerce businesses to remain in or relocate to an area. Large corporations which tend to be the prime beneficiaries of many tax breaks are being rewarded for doing exactly what they would have done without any tax advantages.

WHEREAS only concerted efforts by the House of Labor and its allies can make taxes fairer and provide the revenues to pay for the quality of life working people deserve....

THEREFORE, LET IT BE RESOLVED that the Mass. State Labor Council re-affirm its commitment to seek a more equitable and responsible tax system.

LET IT FURTHER BE RESOLVED that the Massachusetts AFL/CIO

- 1) support the principle of a statewide bill for mandatory classification of property taxes, to shift the property tax burden off homeowners.
- 2) support the principle of "vanishing exemptions" to lower the state income tax for poor and working families making up to \$40,000 a year.
- 3) support the principle of closing business tax loopholes-- such as expanding the sales tax to cover computer software, cement mixers, and productive machinery; an oil companies gross receipts tax, and other loopholes;
- 4) oppose increases in sales tax or more business breaks.
- 5) support having sufficient revenues to pay for state and local services.

Respectfully submitted

*David Webster*

David Webster

Vice President

AFSCME Local 470



# Resolution

## Workers Compensation

Submitted By MASS AFL-CIO

Whereas: The 1981 MASS AFL-CIO Convention set workers comp reform as a high priority and

Whereas: the legislature of the Commonwealth has chosen to ignore the plight of the injured worker by refusing to provide funding for the Comprehensive Workers Compensation Law study requested by labor and by most of industry:

Therefore be it resolved that this Convention go on record to demand that the legislature pass laws providing for a fully funded workers compensation system study also be it resolved that this Commission have adequate representatives from organized labor (AFL-CIO) appointed and be it further resolved that this Commission ~~be charged to study~~ study shall include but not be limited to the following AFL-CIO recommendations.





~~Bill~~ ~~to members~~  
Find Abstract Bill

RECOMMENDED CHANGES

(1) ADMINISTRATION: A lot of money necessary to add clerical personnel so as to reduce waiting time in processing claims. Set up earlier hearing conferences. Expedite completion of decision written by Commissioner.

(2) ~~Possibility of assigning~~ a Commissioner to a designated area of the State, not to be rotated. <sup>They are</sup> He is more effective when familiar with a certain area and the people in a particular area.

(3) It is the feeling of this Committee that a proceeding be instituted where the insurance companies would be assessed a fee which would be set upon the dollar value of compensation an insurance company writes.

In order to finance the cost of the division of worker education and the programs established by its director, each mutual association, each mutual insurance company and each stock company writing workers' compensation or employer's liability insurance in this state, and each person, association, partnership or corporation doing business in this state to whom a certificate of solvency has been issued by any workers' compensation commissioner, shall annually, on or before July first pay to the state treasurer for the use of the state for the cost of operating this division a sum equal to two-tenths of one per cent of the total amount of money expended by each of them in payment of their liability under this chapter for the preceding calendar year. If the state's liability under workers' compensation is insured by a private insurance carrier, the amount of money expended by the carrier in the payment of the state's liability for the preceding calendar year shall be exempted when calculating the payment due from such carrier. The sums received shall be kept separate and apart from all other state moneys and the faith and credit of the state is pledged for their safekeeping. The treasurer shall be the custodian of the fund and all disbursements therefrom shall be made by him or his deputies. The moneys of the fund shall be invested by him in accordance with law. Interest, income and dividends from such investments shall be credited to the fund. Such associations, stock companies, persons, partnerships and corporations shall annually, on or before





April first, report to the treasurer the amount of money expended by each of them in such payments for the preceding calendar year.

A penalty clause provision to force insurers to take action on claims within 15 days. A fine of not less than \$50.00 per day paid to the employee for each day after 15 days that the insurer fails to notify the employee in writing of acceptance or denial. ~~Time runs from notice of injury.~~

(4) The benefits for widows or widowers should be changed to read: She or He shall receive 2/3rds of the average wages earned by their deceased spouse at the time of death. ~~Same cap as employee~~

(5) The rehabilitation program should be expanded so that when a person can not be rehabilitated to return to his or her own position or trade, they can be rehabilitated to a compatible position in their own industry

~~Women when on leave for maternity shall be reinstated to their previous positions or similar positions at the same rate of pay.~~

A change has to be made also in a manner which would allow the injured person the right to be eligible to receive all monetary as well as fringe benefit improvements, he or she would have received if they were not injured on the job.

Also incorporate a firming up of preferences which would state:

Any injured person, when able to return to work, shall be rehired immediately and said person shall have preference over any person hired during or after time of accident. ~~Not with standing any lump sum settlements. Rehabilitation will continue to be available to all injured workers~~

(6) Cost of living clause on all disability to be increased but so as not to exceed six percent (6%).

(7) Act establishing the division of worker identification with the workers' compensation commission.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

There shall be within the workers' compensation commission a division of worker education. The division shall provide, in convenient locations throughout the





state, education services to employees concerning the prevention of occupational diseases and injuries, training for non-management employees in workers' compensation procedures and substantive right and information to employers concerning known and suspected workplace hazards. The division shall be administered by a full-time salaried director who shall be appointed by the chairman of the workers' compensation commission under the provisions of the general statutes. The director shall be provided with sufficient staff to assist him in the performance of his duties. The compensation commissioners may adopt regulations, in accordance with the provisions of the general statutes, to implement the provisions of this section.

~~Limit Lawyers Fee to 10%~~  
~~OF ANY Lump Sum Settlement~~  
~~UP SPECIFICS (Double)~~  
~~END Resolutions with to study~~  
~~THE Feasibility OF A STATE Funded~~  
~~System~~



#3 3rd paragraph add where  
from the date the employer  
was notified of the injury claim.

#4 add after death such benefits  
shall not exceed the level that  
the deceased spouse would have  
received had he or she lived.

ADD

#8 Reduce lawyers fee maximum  
from 20% to 10%

#9. Increase all specific loss items  
by 100%

#10. A special task force be assigned to  
further study the impact of worker  
related osteoarthritis and the unknown threats  
of Visual Display Terminals (V.D.T.)  
#11 Study the feasibility of a State  
Funded System





# Resolution

Whereas: The modern world is changing and changing rapidly, and in the wrong direction for labor, we in labor must change now in order to survive. and

Whereas: The Corporate Right of America has utilized the computerized ~~data~~ technological programs of media control & fundraising in order to undermine the American labor movement.

and Whereas it is the responsibility of the Mass AFL-CIO Council, in behalf of its affiliates, to act quickly and dramatically to return to the unions the respect ~~and~~

and dignity we once enjoyed from our elected political officials, therefore protecting and advancing a way of life for our ~~present~~ present members & <sup>their families</sup> those of the future and

Whereas this can only be done through the education of our members & the general public.

and whereas: the 1984 Convention mandated the Council to change our constitution to strengthen it where necessary be it resolved.





TO DELEGATES TO THE 25th ANNUAL MASSACHUSETTS AFL-CIO CONVENTION

*Legal Seafoods is a*

**NON UNION**

*Restaurant*

Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union requests that you do not patronize Legal Seafoods Restaurant. Legal Seafoods will be a target for organizing in the near future, and we hope Union members will soon welcome and serve you in this restaurant.

WE ASK THAT YOU PATRONIZE ANY OF THE UNION RESTAURANTS IN BOSTON. A LIST OF RESTAURANTS REPRESENTED BY UNION MEMBERS HAS BEEN DISTRIBUTED.

THANK YOU FOR YOUR SOLIDARITY,

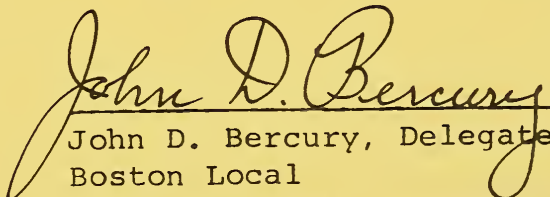




*Ed. C.  
Resolutions*  
1 (OK)

A RESOLUTION IN SUPPORT OF HR 7023 IN THE U.S. CONGRESS AFFECTING  
POSTAL AND FEDERAL EMPLOYEES

- WHEREAS: Postal and Federal Employees are covered by the Federal Employees Health Benefits Program, not by Medicare, and
- WHEREAS: The National Commission on Social Security has studied but not yet submitted its findings and recommendations to the Congress, and
- WHEREAS: The recently enacted tax bill imposed a 1.3% Medicare tax upon these same non-included employees without having received the Commission's report, and
- WHEREAS: This is further evidence of the hostility of the Reagan Administration's hostility to workers, particularly to public employees, therefore be it
- RESOLVED: That the Massachusetts AFL-CIO Council, assembled at its Twenty-fifth Convention, endorses HR7023, submitted by Representative Dicks and co-sponsored by many other members of Congress, and be it further
- RESOLVED: That the Massachusetts AFL-CIO Council, herein assembled, reaffirms its vigorous support for the policy of the National AFL-CIO, in opposition to the mandatory merger in any form, of the United States Civil Service Retirement System and the Social Security System, and be it further
- RESOLVED: That copies of this action be sent to all Massachusetts Representatives in Congress and to both Massachusetts Senators.

  
John D. Bercury, Delegate  
Boston Local  
American Postal Workers Union  
AFL-CIO





*La Le*  
*Moore*  
✓ WHEREAS,-Chapter 581 of the Acts of 1980 has removed critical elements of wages, hours and seniority from collective bargaining on the M.B.T.A.; and

WHEREAS,-many of these subjects, such as the assignment of overtime, have been negotiated between the M.B.T.A. and its employees for 70 years; and

✓ WHEREAS,-managers and supervisors of the M.B.T.A. have used Chapter 581 as an excuse to ignore over three-fourths of union agreements on the M.B.T.A. repeatedly ignoring arbitration awards; and

WHEREAS,-the automatic cost of living clause outlawed by Chapter 581 use to provide fair and reliable adjustments of the wages of M.B.T.A. employees; and

WHEREAS,-the M.B.T.A. management has used Chapter 581 as an excuse to layoff M.B.T.A. employees and to subcontract their work to other companies some of which are non-union, and do not pay a fair wage to their employees; and

WHEREAS,-M.B.T.A. management may negotiate and resort to arbitration to achieve any reasonable changes in its union contracts;

THEREFORE-BE IT RESOLVED THAT Chapter 581 of the Acts of the Commonwealth of Massachusetts of 1980 shall be amended by the Great and General Court, by removing Sections 8,9 and 15, and thereby restoring full, free collective bargaining for all employees of the M.B.T.A.

Submitted by R.J. Guiney  
on behalf of Local 589,ATU





**MASSACHUSETTS  
BAY  
TRANSPORTATION  
AUTHORITY**

CONTACT: Paul DiNatali  
Information Editor  
722-3301



50 High Street, Boston, Mass. 02110

FOR IMMEDIATE RELEASE - TUESDAY, JUNE 15, 1982

**U.S. SUPREME COURT  
REFUSES UNION APPEAL  
OF MANAGEMENT RIGHTS LAW**

No. 82-6-89

The United States Supreme Court has refused to hear an appeal of a suit filed by the Boston Carmen's Union, Local 589, seeking to overturn Massachusetts General Laws Chapter 581, commonly known as "management rights act", governing operations of the Massachusetts Bay Transportation Authority.

The act, which was upheld by the First Circuit District Court of Appeals in Boston last September, grants MBTA management the ability to hire part-time employees, set productivity standards, determine staffing levels, assign overtime on a merit basis and contract out work formerly provided in-house by transit employees. In addition, the act prohibits management from providing automatic cost-of-living pay increases and including overtime earnings in pension calculations.

"In refusing to hear the Union's appeal, the Supreme Court has reaffirmed the validity of the law which has greatly enhanced management's ability to make the MBTA a more efficient agency responsible to the public and taxpayers," said MBTA General Manager James F. O'Leary. "Over the past nine (9) months, management at the MBTA has saved \$50 million through the contracting out of cleaning, security and janitorial services, laying-off surplus door guards, closing the South Boston Power Plant, hiring part-time employees, reducing overtime spending, reassignment of employees to more productive positions and not paying automatic cost-of-living increases," added O'Leary. "These actions would not have been possible without the management rights law."

The "management rights" reforms were signed into law by Governor Edward J. King after the legislature met in emergency session in December 1980 to provide funding for the operation of the transit authority after it shut down.





# MASSACHUSETTS UNION LABEL and SERVICE TRADES COUNCIL

*Buy Union — Buy American*

36 Crane Street, Dedham, MA 02026

(617) 326-0542

PRESIDENT  
EDWARD F. O'NEIL

EXECUTIVE VICE PRESIDENT  
JOHN O'CONNOR

SECRETARY-TREASURER  
CIRO J. CARDINAL

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EDWARD WALL  
JOSEPH J. WOOD

## WHY THE UNION LABEL?

WHY? BECAUSE THE UNION LABEL IS YOU!

STANDING FOR CREATIVITY OF AMERICAN DESIGN SKILL,  
OF AMERICAN WORKMANSHIP AND THE IMPORTANCE OF  
AMERICAN JOBS.

WHEN WE SIT ACROSS THE TABLE TO BARGAIN WITH THE  
CO. WE ARE ADVERSARIES. ONCE AN AGREEMENT HAS BEEN  
AGREED TOO, WE BECOME PARTNERS IN PROMOTING THE  
WORTH OR OUR SKILLS AND PRODUCTS.

YOU CAN COUNT ON A PROFESSIONAL JOB AND KNOW THE  
WORK WILL BE DONE ON TIME, BECAUSE WE HAVE PRIDE  
IN UNION MADE GOODS AND SERVICES.

THROW OUT YOUR CHEST, RAISE YOUR EMBLEM ON HIGH,  
WEAR YOUR BUTTON AND CRY OUT FOR ALL TO HEAR:

"I'M UNION AND DAMN PROUD OF IT"

AFFILIATE WITH YOUR MASS. UNION LABEL AND SERVICE  
TRADES COUNCIL AFL-CIO.

## CONTACT:

GIRO J. CARDINAL-SECRETARY-TREASURER  
8 BEACON ST. 3FLR.  
BOSTON, MA. 02108- 523-0623

THE JOB YOU SAVE MAY BE YOUR OWN

EDWARD F. O'NEIL  
PRESIDENT





## UNION RACETRACKS AND STADIUMS

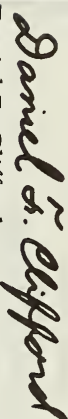
Foxboro Racetrack  
Wonderland Park  
Suffolk Downs  
Fenway Park

All of these hotels, racetracks, and most restaurants have function and banquet facilities for your convenience.

We ask our friends to help us by patronizing Union Houses. We urge you to support Local 26 and trade unionism in Massachusetts by patronizing those employers listed above. Your use of banquet facilities at any of the hotels, race tracks, bars, or restaurants listed above shows your support for area standard wages and working conditions. We appreciate your support.

If you have any questions about whether a house is a Union House, please call 423-3335. Fraternally yours,

  
Domenic M. Bozzetto  
President-Business Manager

  
Daniel F. Clifford  
Secretary-Treasurer

HOTEL, RESTAURANT,  
INSTITUTIONAL EMPLOYEES &  
BARTENDERS UNION, LOCAL 26,  
AFL-CIO

58-62 Berkeley Street  
Boston, MA 02116  
tel: 423-3335

HOTEL, RESTAURANT, INSTITUTIONAL EMPLOYEES  
AND BARTENDERS UNION, LOCAL 26 - A.F.L.-C.I.O.  
58-62 BERKELEY STREET, BOSTON, MASSACHUSETTS 02116

# Boston Area Union Hospitality Guide

**BARS  
RESTAURANTS  
HOTELS  
MOTELS  
FUNCTION HALLS  
CATERERS  
RACE TRACKS  
STADIUMS**

**Local 26  
Hotel, Restaurant,  
Institutional Employees,  
& Bartenders Union,  
AFL - CIO**





## Hotel, Restaurant, Institutional Employees and Bartenders Union, Local 26, AFL-CIO

Dear Friend,  
The Hotel, Restaurant, Institutional Employees and Bartenders Union, Local 26, AFL-CIO, wishes to inform you of the names of our Union bars, restaurants, hotels, motels, caterers, function halls, race tracks and stadiums and to request your patronage of them.

### UNION HOTELS AND MOTELS

#### DOWNTOWN BOSTON

Avery  
Boston Park Plaza  
Bradford  
Colonnade  
Copley Plaza  
Copley Square  
Essex  
Lenox  
Parker House  
Ritz-Carlton  
Sheraton Boston

#### LOGAN AIRPORT

Hilton Inn

#### CAMBRIDGE

Howard Johnson Motor Lodge-Memorial Drive  
Sheraton Commander

#### BRAINTREE

Sheraton Tara

#### NEWTON

Susse Chalet Motor Lodge

### UNION RESTAURANT, BARS, AND LOUNGES

#### DOWNTOWN BOSTON

At the Boston Park Plaza  
Cafe Rouge  
Captain's Bar  
Fox and Hounds  
Lobby Garden

#### At the Bradford

Off-Broadway Lounge  
The Fan Club

#### At the Colonnade

Cafe Promenade  
Zachary's

#### At the Copley Plaza

Copley's Restaurant  
Copley's Bar  
Plaza Bar  
Cafe Plaza  
Library Bar  
Tea Court

#### At the Copley Square

Sportsman's Bar  
At the Essex  
Heritage Room  
The Pub

#### At the Lenox

Delmonico's  
Diamond Jim's Piano Bar  
Old London Pub

#### At the Parker House

Cafe Tremont  
Parker's  
The Last Hurrah  
Lobby Lounge

#### At the Ritz-Carlton

The Ritz-Carlton Bar  
The Ritz-Carlton Cafe

The Ritz-Carlton Dining Room

#### At the Sheraton Boston

The Pavillion  
Mass. Bay Company  
Kon Tiki  
The Turning Point Lounge  
The Doubles Lounge  
The Third Edition Lounge  
Apley's

Locke Ober's  
Maison Robert  
North Station Lounge—The Iron Horse  
South Station Lounge  
Union Oyster House

#### LOGAN AIRPORT

#### At the Hilton Inn

Appleton's  
Down One Saloon  
The Glass Garden

#### At North Terminal—Ogden Foods

Cloud Nine Lounge  
The Coffee Shop  
The Dining Room at North Terminal  
Oyster Bar  
Pier B Bar  
Pier B Snack Bar  
Pier C Bar  
Satellite Bar  
Satellite Snack Bar  
Seafood Stop  
Tower Lounge

#### DORCHESTER

Boston Teachers Union Lounge  
Florlan Lounge  
Skylight Lounge

#### ROXBURY

Bochner's Tavern

#### CAMBRIDGE

#### At the Howard Johnson Motor Lodge

The Red Coach

#### At the Sheraton Commander

The Colonial Room  
Dertad's

Ferdinand's Restaurant/Ha'Penny's Pub

#### BRAINTREE

#### At the Sheraton Tara

The Upper Crust  
Naughty Nites Lounge  
King's Hill Bar

### UNION CATERERS AND FUNCTION HALLS

B.T.U. Function Hall

Catering by Davis  
Chateau Garod  
Florlan Hall  
Freeport Hall  
Hart Caterers  
Elegant Caterers  
Hub Caterers  
King's Hill  
Sidney Hill  
Four Seasons

## THE YELLOW DOG CONTRACT

The Norris-LaGuardia Act, passed in 1932, made the yellow dog contract illegal. Below is a typical yellow dog contract offered by the Hitchman Coal & Coke Company to all employees in 1908 and thereafter. Those who refused to sign were fired or (for new employees) never hired. In the case of Hitchman Coal Company vs. Mitchell, the U. S. Supreme Court (in 1917) declared this contract valid. The contract is quoted in **UNIONS BEFORE THE BAR**, by Elias Lieberman.

I am employed by and work for the Hitchman Coal and Coke Company with the express understanding that I am not a member of the United Mine Workers of America and will not become so while an employee of the Hitchman Coal and Coke Company, and that the Hitchman Coal and Coke Company is run non-union and agrees with me that it will run non-union while I am in its employ.

If at any time while I am employed by the Hitchman Coal and Coke Company I want to become connected with the United Mine Workers of America, or any affiliated organization, I agree to withdraw from the employment of said company, and agree that while I am in the employ of that company I will not make any effort amongst its employees to bring about the unionizing of that mine against the company's wish. I have either read the above, or heard same read.

“ . . . union is essential . . . ”

**CHARLES EVANS HUGHES** (speaking for the United States Supreme Court in 1937 when it declared the National Labor Relations (Wagner) Act constitutional:

“Long ago we stated the reason for labor organizations. We said that they were organized out of the necessities of the situation; that a single employee was helpless in dealing with an employer; that he was dependent ordinarily on his daily wage for the maintenance of himself and his family; that if the employer refused to pay him the wages he thought fair, he was nevertheless unable to leave the employ and resist arbitrary and unfair treatment; that union was essential to give laborers opportunity to deal on an equality with their employer . . . ”

**Mass. Building Trades Council**, 6 Beacon St., Boston 02108 — 742-7570

THOMAS G. EVERS, Jr.  
*President*

PAUL W. GIBSON  
*Secretary-Treasurer*

CHARLES F. SPILLANE  
*Vice President*  
JOHN F. X. DAVOREN  
*Legislative Director*

## WHY WE NEED UNIONS!

*Reprinted by MASS. BUILDING TRADES COUNCIL*

### MEMORIAL DAY MASSACRE, 1937

On Memorial Day in 1937 a parade of strikers at the South Chicago Plant of the Republic Steel Company was attacked by 150 policemen. News-reel cameramen were present and recorded the attack which has become known as the “Memorial Day Massacre.” This is a description of the motion pictures by Paul V. Anderson, a columnist for the St. Louis Post Dispatch, after watching the film dozens of times.

“A vivid close-up shows the head of the parade being halted by a group of 150 policemen. The flag-bearers are in front. Behind them the placards are massed. They bear such devices as “Come on Out—Help Win the Strike,” “Republic vs The People, and the CIO.” The leader of the strikers is arguing earnestly with a police officer who appears to be in command.

“Suddenly without apparent warning, there was a terrific roar of pistol shots and the men in the front ranks of the marchers go down like grass before a scythe, as many as a dozen in one heap.

“The police then charged the marchers with riot sticks flying. Tear gas grenades are seen sailing into the midst of the marchers and clouds of gas rise over them. The crowd is in flight. The only discernible case of resistance is that of a marcher with a placard on a stick, which he uses in an attempt to fend off a charging policeman. He is successful for only an instant, then he goes down under a shower of blows.

“The ground is strewn with dead and wounded, some isolated individuals are caught, and with business-like precision groups of policemen close in. In several instances from two to four policemen are seen beating one man. One strikes him across the face, using his club as he would a baseball bat. Another crashes it down on top of his head, and still another is whipping him across the back. Then one gives the fallen man a final smash on the head before moving on to the next job.

“Ten men died, seven shot in the back and three in the side; none were hit in the front. Thirty other persons, including one woman and three minors received gunshot wounds. More than sixty marchers were hurt seriously and required hospital care.

“A Senate sub-committee on civil liberties found that the Memorial Day attack was unprovoked, that the marchers were within the law, that no attempt was made to aid the wounded, and the subsequent investigation by the Chicago city authorities was farcical and prejudiced.”



## FIRST BELL AT 4:40 A.M.

The 8-hour day is now firmly established for most working people. In some places the 6 and 7-hour day prevails. One hundred years ago the 12 and 14-hour day was more common as the following work schedule of one of New England's textile mills testifies. This time table appears in the book **AMERICAN LABOR** by Herbert Harris.

### Time Table Of The Holyoke Mills,

To take effect on and after Jan. 3rd, 1853.

The standard being that of the Western Rail Road, which is the Meridian time at Cambridge.

#### MORNING BELLS

First Bell ring at 4:40, A.M. Second Bell ring in at 5, A.M.

#### YARD GATES

Will be opened at ringing of Morning Bells, of Meal Bells and of Evening Bells, and kept open ten minutes.

#### WORK COMMENCES

At ten minutes after last Morning Bell, and ten minutes after Bell which "rings in" from Meals.

#### BREAKFAST BELLS

October 1st, to March 31st, inclusive, ring out at 7, A.M.; ring in at 7:30, A.M.

April 1st, to Sept. 30th, inclusive, ring out at 6:30, A.M.; ring in at 7, A.M.

#### DINNER BELLS

Ring out at 12:30, P.M.; ring in at 1, P.M.

#### EVENING BELLS

Ring out at 6:30, \*P.M.

\*Excepting on Saturdays when the Sun sets previous to 6:30.

At such times, ring out at Sunset.

In all cases, the first stroke of the Bell is considered as marking the time.

## CHILD LABOR IN THE COAL MINES

*"I did not hear a laugh or even see a smile."*

This description of the breaker room in the Hickory Colliery, near St. Clair, Pa., was first reported in the Pennsylvania labor paper, **LABOR STANDARD**, May 17, 1877.

In these works 300 men and boys are employed; and when I went through the buildings and through the mine I saw them all. Among all these 300, although I was with them for hours, I did not hear a laugh or even see a smile.

In a little room in this big, black shed—a room not twenty feet square—where a broken stove, red-hot, tries vainly to warm the cold air that comes in through the open window, forty boys are picking their lives away. The floor of the room is an inclined plane, and a stream of coal pours constantly in from some unseen place above, and pours out again into some unseen place below.

Rough board seats stretch across the room, five or six rows of them, very low and very dirty, and on these the boys sit, and separate the slate from the coal as it runs down the inclined plane.

It is a painful sight to see the men going so silently and gloomily about their work, but it is a thousand times worse to see these boys. They work here, in this little black hole, all day and every day, trying to keep cool in summer, trying to keep warm in winter, picking away among the black coals, bending over till their little spines are curved, never saying a word all the livelong day.

These little fellows go to work in this cold, dreary room at seven o'clock in the morning and work till it is too dark to see any longer. For this they get \$1 to \$3 a week. One result of their work is clean, free coal, that burns away to ashes in the grate; another result I found in a little miners' graveyard, besides a pretty little church, where more than every other stone bears the name of some little fellow under fifteen years of age.

Not three boys in this roomful could read or write. Shut in from everything that is pleasant, with no chance to learn, with no knowledge of what is going on about them, with nothing to do but work, grinding their little lives away in this dusty room, they are no more than the wire screens that separate the great lumps of coal from the small. They have no games; when their day's work is done they are too tired for that. They know nothing but the difference between slate and coal.

# CAPITAL PUNISHMENT MEANS

them without  
the capital  
get the  
punishment

**“RESOLVED, THAT THIS CONVENTION REGARDS THE SYSTEM OF CAPITAL PUNISHMENT AS BARBAROUS AND DEGRADING, AND WE ARE OF THE OPINION THAT THIS REVOLTING PRACTICE SHOULD BE ABOLISHED BY CONGRESS AND THE LEGISLATURE OF THE SEVERAL STATES.”**

**The American Federation of Labor, 1895**

**“THE UAW HISTORICALLY HAS BEEN OPPOSED TO CAPITAL PUNISHMENT...”**

**Walter P. Reuther, 1967**

**Labor has good reason for its historic stand against capital punishment. The death penalty or its threat has often served as a weapon of terror on behalf of the employers.**

**Over the years, scores of trade union leaders and activists have been executed—or put on trial for trumped-up capital crimes—because of their activities in support of labor. Among the best known examples are:**

**10 “Molly Maguires,” hung for organizing coal miners, 1877.**

**4 Haymarket Martyrs, executed for supporting the fight for an 8-hour workday, 1897.**

**Big Bill Haywood, union organizer, framed for murder, 1906.**

**Joe Ettor, Arturo Giovanitti, leaders of the Lawrence Textile strike, framed for murder, 1912.**

**Joe Hill, framed during a Utah strike, and executed, 1915.**

**Tom Mooney, leader of San Francisco’s streetcar workers, framed for murder, 1916.**

**Sacco and Vanzetti, framed for murder and executed, 1927.**

**“WHAT DOES LABOR WANT?**

**WE WANT MORE SCHOOLHOUSES AND LESS JAILS, MORE BOOKS AND LESS ARSENALS, MORE LEARNING AND LESS VICE, MORE CONSTANT WORK AND LESS CRIME, MORE LEISURE AND LESS GREED, MORE JUSTICE AND LESS REVENGE.”**

**Samuel Gompers, 1893**



THE DEATH PENALTY HAS ALWAYS BEEN USED AGAINST THE POOR, AGAINST WORKING PEOPLE AND THEIR LEADERS. WE CONSIDER THE ISSUE OF CAPITAL PUNISHMENT OF GREAT IMPORTANCE TO THE LABOR MOVEMENT.

**The causes of crime are many and complex. But experience has proven that capital punishment is no solution.**

**With an economy in disarray and unemployment at an all-time high, the re-institution of the death penalty as a response to crime is a cruel hoax.**

THEREFORE, WE RE-AFFIRM LABOR'S HISTORIC STAND AGAINST CAPITAL PUNISHMENT AND URGE THAT VOTERS REJECT THE RETURN OF THE DEATH PENALTY TO MASSACHUSETTS.

## VOTE **NO** ON QUESTION 2, NOVEMBER 2, 1982

### MASSACHUSETTS LABOR COMMITTEE AGAINST THE RESTORATION OF THE DEATH PENALTY\*

EDWARD W. CLARK, JR., Manager, New England Regional Joint Board, Amalgamated Clothing and Textile Workers Union, AFL-CIO, CLC.

PAUL DEVLIN, President, Massachusetts Federation of Teachers, AFL-CIO, CLC.

NICHOLAS ROUSSOS, President, Greater Fall River Labor Council and Business Manager, Southern New England District International Ladies Garment Workers Union—AFL-CIO, CLC.

DOUGLAS BUTLER, Greater Boston A. Philip Randolph Institute

DOMENIC M. BOZZOTTO, President-Business Manager, Hotel, Restaurant, Institutional Employees and Bartenders, Local 26—AFL-CIO, CLC.

JACK CLEMENT, Business Manager, International Brotherhood of Electrical Workers Local 2321—AFL-CIO, CLC.

PETER S. DICICCO, President, International Union of Electrical, Radio and Machine Workers, New England District Council Two—AFL-CIO, CLC.

JOHN CLIFFORD, Mass. Area Director, New England Health Care Employees Union District 1199—AFL-CIO.

CELIA WCISLO, President, Service Employees International Union Local 285, AFL-CIO, CLC.

JOHN TEMPLETON, President, Service Employees International Union Local 509—AFL-CIO, CLC.

DOREEN LAVASSEUR, President, Service Employees International Union Local 925—AFL-CIO, CLC.

EDWARD F. BOYLE, S.J.

DOUGLAS PERRY, President, United Electrical, Radio and Machine Workers of America, District Council No. 2.

CHARLES ROSE, Organizational Director, United Labor Unions Local 1475

TESS EWING, President, United Steel Workers of America Local 8751—AFL-CIO, CLC.

KEVIN JOHNSON, President, United Steel Workers of America Local 3901—AFL-CIO, CLC.

DAVID SLANEY, President, United Steel Workers of America Local 2431—AFL-CIO, CLC.

MANUEL WEINER, Labor Committee Coordinator and Retired President, United Steel Workers of America Local 2431—AFL-CIO, CLC.

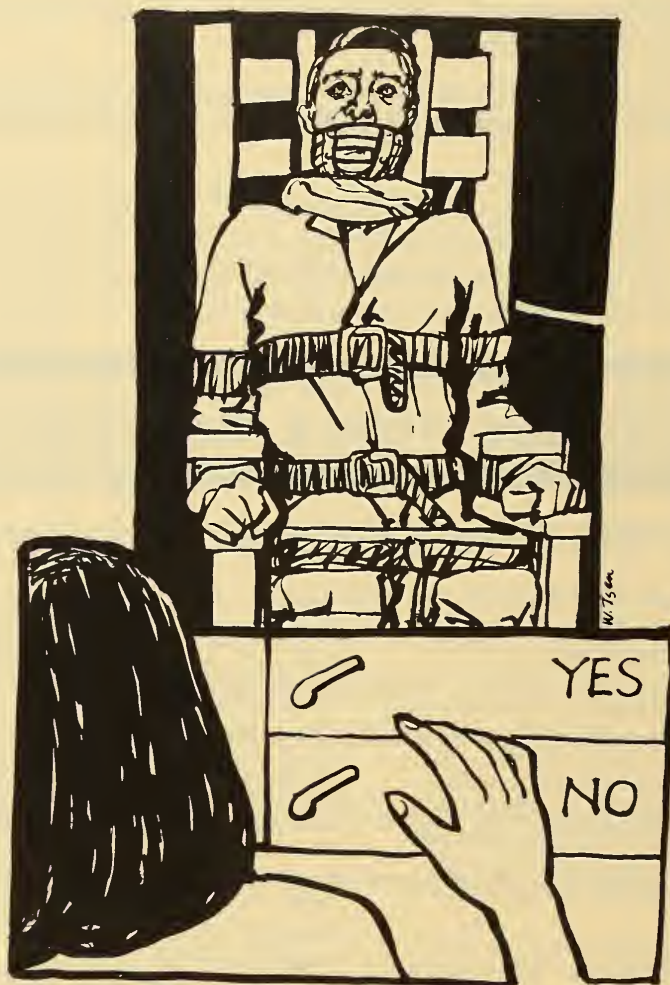
JOHN C. INGEMI, President, American Federation of State, County and Municipal Employees, Local 1489, AFL-CIO, CLC.

\* *Committee in formation. Organizations listed for identification.*



# VOTE NO ON QUESTION 2

November 2, 1982 — STOP THE DEATH PENALTY



*Don't pull  
the switch*

For more information and donations, which are urgently needed, contact: LABOR COMMITTEE, Mass. Campaign Against Restoration of the Death Penalty • 138 Tremont Street • Boston, MA 02111 (617) 542-6044